

MEMORANDUM

TO: Rules Review Subcommittee of the Senate Commerce and Human Resources Committee and the House Commerce and Human Resources Committee

FROM: Research & Legislation Staff - Eric Milstead, Principal Research Analyst

DATE: October 26, 2007

SUBJECT: IDAPA 15.04.01-- Rules of the Division of Human Resources and Idaho Personnel Commission (Docket No. 15-0401-0702)

The Division of Human Resources and Idaho Personnel Commission submit notice of proposed rulemaking at IDAPA 15.04.01 - Rules of the Division of Human Resources and Idaho Personnel Commission. The proposed rule makes changes in a number of areas including, but not limited to, definitions, veterans preference, compensation of employees, moving expense reimbursement, probationary period for acting and temporaries, performance evaluation, military leave, and overtime for executives, in order to comply with new code provisions. The rule eliminates earned administrative leave (EAL) for most employees, but does allow EAL for law enforcement and firefighting purposes.

The Division notes that the proposed rule is necessary to streamline the rules to “coincide with the statewide human resource policies.” The “statewide human resource policies” can be found on the Division of Financial Management’s web-site, and plans are to make them available on the Division of Human Resources’ web-site as well. The introduction to the statewide policies specifically states: “These department policies are not promulgated as rules under the Idaho Administrative Procedures Act nor do they carry the force and effect of law.” The introduction states further, “[t]his manual is designed solely as a working guide for Agency management and human resource staff in the day-to-day administration of our State’s human resource program.”

At the outset, it should be noted that the proposed rule is a broad revision of the rules governing the Division of Human Resources and the State Personnel System.

We have several comments regarding the proposed rule.

- Section 67-5309C(1), Idaho Code, specifically states that the administrator of the division of human resources shall conduct *or approve* annual salary and benefit surveys within relevant labor markets to determine salary ranges and benefit packages that represent competitive labor market averages. The current rule mirrored this language (See, stricken language in proposed rule, page 337). However, the proposed rule deletes this provision. The proposed rule includes no directive regarding salary and benefit surveys, nor does it specifically prohibit conducting or approving surveys. Also, it should be noted that the Governor's Executive Order No. 2007-04 (attached) directs the Division to enter into an agreement with the Department of Labor to conduct such surveys. The Executive Order notwithstanding, it might be asked why this provision, which is consistent with statute, is being deleted from administrative rule which has the full force and effect of law.
- A number of provisions prohibiting discrimination in employment actions have been deleted. For example, on page 344 of the proposed rule, a provision has been deleted that prohibits employment examinations from including any question designed to reveal prohibited information including the political or religious affiliation or belief, national origin or race of any candidate. In addition, on page 357 of the proposed rule, a provision has been deleted that directs the Division of Human Resources to promptly investigate any complaint from a federal agency alleging violation of employment laws (e.g., discrimination complaints). A reasonable question to ask would be why have these changes been made? What is the Division seeking to accomplish?
- There are many other changes in the proposed rule that may impact state employees. These changes include, but are not necessarily limited, to the following:
 - ▶ Page 358 of the proposed rule: deletes the provision that an employee may, at all reasonable times during business hours, review his service record. This includes all material except for material used to screen and test for employment.
 - ▶ Page 358 of the proposed rule: deletes the provision requiring the appointing authority to provide notice to each employee of every personnel action affecting the employee's status, pay, tenure or other terms and conditions of employment, including a copy of their performance evaluation.
 - ▶ Page 358 of the proposed rule: deletes the provision specifically stating

that all classified employees...shall earn vacation leave and be eligible to take and be paid for unused vacation leave.

- ▶ Page 360 of the proposed rule deletes provisions related to the federal Family and Medical Leave Act (FMLA). This federal rule is now addressed in the statewide human resource policies.
- ▶ Page 360 of the proposed rule deletes provisions providing for Maternity and Paternity Leave, which includes a prohibition on discrimination based on pregnancy.
- ▶ Page 360 of the proposed rule: layoff after six months' disability--revises this provision to provide for layoff after *twelve weeks*. (NOTE: The title of this subsection should be changed to reflect the text change from six months to twelve weeks).
- ▶ Page 339 of the proposed rule: deletes a number of provisions concerning salary after reappointment from layoff; salary upon reinstatement; salary upon downward reassignment; and salary upon return from military duty.
- ▶ Page 345 of the proposed rule: deletes provisions concerning employment examinations. Specifically, the proposed rule deletes the provision that all competitors shall be notified of their final exam scores and that the records of scores shall be held as official records for the life of the resulting eligibility registers.
- ▶ Page 363 of the proposed rule: deletes the provision that any employee who has been requested to serve as mediator as provided by a departmental problem solving procedure or to appear as a witness or representative during such a proceeding shall be granted leave with pay, without charge to vacation leave or compensatory time off for overtime, to perform these duties.
- ▶ Page 364 of the proposed rule adds a new provision that appears to be in conflict with statute. The proposed rule provides for forfeiture of compensatory time. That provision states: employees who become executives (within the meaning of section 67-5302, Idaho Code) within their current agency shall have six months from the date of appointment to use any compensatory time balance. After six months, any remaining balance will be forfeited. However, section 67-5328(3)(b), Idaho Code, provides that, in regard to executives, unused compensatory time balances in excess of 240 hours shall be forfeited on December 31, 2008. The time frame provided in the proposed rule, depending upon the date of one's

appointment as executive, could well run counter to Idaho Code.

We suggest that the Division explain why these and other provisions are being deleted (and revised) from this administrative rule and to what effect. If it is the case that these changes are necessary to “streamline the rules to coincide with the statewide human resource policies,” we believe there should be evidence that the specific provisions being eliminated are included in the new statewide human resource policies. However, it appears that the new statewide rules include only a portion of the provisions that are being deleted, and as they are Division policies, they do not carry the force and effect of law.

Finally, we note that the scope of the proposed rule is not being changed from the current rule. The scope provision states that these rules establish the policies and procedures of the Idaho Personnel System. (See, page 328 of the Proposed Rule). However, we note that the proposed rule deletes and revises a large number of provisions related to the state’s personnel system. We also note that the proposed rule entirely deletes the compliance provision which states that, “[i]n accordance with the Legislature’s intent in creating the Idaho Personnel Act and for consistency in rule administration, appointing authorities shall ensure that staff with human resource management responsibilities adhere to these administrative rules.” Consequently, while the scope of the rules remains the same (establishing the policies and procedures of the Idaho Personnel System), there is no longer a specific provision requiring compliance with the rule.

In general, it appears that many changes in the proposed rule are made in an effort to make the rule consistent with Executive Order No. 2007-04 and with recently posted “statewide human resource policies.” While some of the issues raised by the changes found in the proposed rule might be dealt with through Division policies, those policies do not carry the force and effect of law as do administrative rules. The kind of changes reflected in the proposed rule might better be addressed through comprehensive legislation instead of through a combination of proposed rule changes, an Executive Order, and the posting of statewide human resource policies. Because of the scope of the changes reflected in the proposed rule, it may well be appropriate to deal with some, if not all, of these changes through legislation where full and informed debate can deal with these matters.

cc: Division of Human Resources (Judie Wright)

**IDAPA 15 - OFFICE OF THE GOVERNOR
DIVISION OF HUMAN RESOURCES AND PERSONNEL COMMISSION**

15.04.01 - RULES OF THE DIVISION OF HUMAN RESOURCES AND PERSONNEL COMMISSION

DOCKET NO. 15-0401-0702

NOTICE OF RULEMAKING - PROPOSED RULE

AUTHORITY: In compliance with Section 67-5221(1), Idaho Code, notice is hereby given that this agency has initiated proposed rulemaking procedures. The action is authorized pursuant to Section 67-5309, Idaho Code.

PUBLIC HEARING SCHEDULE: Public hearing(s) concerning this rulemaking will be scheduled if requested in writing by twenty-five (25) persons, a political subdivision, or an agency, not later than October 17, 2007.

The hearing site(s) will be accessible to persons with disabilities. Requests for accommodation must be made not later than five (5) days prior to the hearing, to the agency address below.

DESCRIPTIVE SUMMARY: The following is a nontechnical explanation of the substance and purpose of the proposed rulemaking:

Changes to definitions, veterans preference, compensation of employees, moving expense reimbursement, probationary period for acting and temporaries, performance evaluation, military leave, overtime for executives and bone marrow and organ donor leave to comply with new code provisions.

This rulemaking will help reduce liability costs to the state by eliminating the accrual of earned administrative leave. The rule will allow for limited use of earned administrative leave for law enforcement and firefighting purposes; eliminate earned administrative leave for all other employees; allow for additional pay if extra hours are worked during a holiday week and; prohibit use of leaves if they result in additional compensation.

This rulemaking is necessary to streamline the rules to coincide with the statewide human resource policies. The changes remove redundant rules that are already covered in Idaho Code or can be better handled as a statewide policy; update the Department of Commerce and Labor to the Department of Labor; and add delegate authority to those agencies who will have delegate authority on human resource issues.

FEE SUMMARY: The following is a specific description of the fee or charge imposed or increased: N/A

FISCAL IMPACT: The following is a specific description, if applicable, of any negative fiscal impact on the state general fund greater than ten thousand dollars (\$10,000) during the fiscal year resulting from this rulemaking: N/A

NEGOTIATED RULEMAKING: Pursuant to IDAPA 04.11.01.811, negotiated rulemaking was not conducted because changes reflect the Governor's directive to consolidate rules and policies, and in the interest of time.

ASSISTANCE ON TECHNICAL QUESTIONS, SUBMISSION OF WRITTEN COMMENTS: For assistance on technical questions concerning the proposed rule, contact Judie Wright, Acting Administrator, at (208) 854-3054.

Anyone may submit written comments regarding this proposed rulemaking. All written comments must be directed to the undersigned and must be delivered on or before October 24, 2007.

DATED this 29th day of August, 2007.

Judie Wright
Acting Administrator
Division of Human Resources
700 W. State St.
P. O. Box 83720, Boise, ID 83720-0066
(208) 854-3054 phone
(208) 334-2438 fax

THE FOLLOWING IS THE TEXT OF DOCKET NO. 15-0401-0702

001. TITLE, AND SCOPE, ~~AND COMPLIANCE~~.

01. Title. These rules shall be cited as IDAPA 15.04.01, "Rules of the Division of Human Resources and Idaho Personnel Commission." (3-16-04)

02. Scope. These rules establish the policies and procedures of the Idaho Personnel System. (3-30-01)

~~**03. Compliance.** In accordance with the Legislature's intent in creating the Idaho Personnel Act and for consistency in rule administration, appointing authorities shall ensure that staff with human resource management responsibilities adhere to these administrative rules. Any person willfully violating provisions of the Idaho Personnel System or the rules established in this chapter, may be subject to discipline, up to and including dismissal under Rule 190, and/or sanctions provided in Section 67-5312, Idaho Code.~~ (3-16-04)

(BREAK IN CONTINUITY OF SECTIONS)

004. ADDRESS AND PHONE NUMBERS OF THE DIVISION OF HUMAN RESOURCES AND IDAHO PERSONNEL COMMISSION.

The offices of the Division of Human Resources and Idaho Personnel Commission are located at 700 West State Street, Boise, Idaho 83720-0066. The phone number of the Commission and the Division of Human Resources is (208) 334-2263. Additional phone numbers are: a toll-free number, 1-800-554-JOBS (5627); ~~a toll-free TDD or telecommunications device for the deaf, 1-800-542-5738.~~ The Division's and Commission's FAX number is (208) 334-3182 2438. (3-16-04)()

(BREAK IN CONTINUITY OF SECTIONS)

009. ~~DUTIES OF THE ADMINISTRATOR (RESERVED).~~

~~In addition to other duties as assigned by law, the administrator shall provide administrative support to the Idaho Personnel Commission, shall have custody of the books and records of the Division of Human Resources and the Commission, and shall maintain a record of the proceedings before the Commission and its hearing officers.~~ (3-16-04)

010. DEFINITIONS.

Each of the terms defined in these rules shall have the meaning given herein unless a different meaning is clearly required by the context. Additional definitions are contained in Section 67-5302, Idaho Code. (7-1-87)

01. Administrator. The Administrator of the Division of Human Resources in the Office of the Governor. (3-16-04)

02. Allocation. The assignment of a classification to a pay grade in the compensation schedule. (3-16-04)

03. Appeal. Any written request for relief from dismissal, demotion, suspension, or other adverse action filed with the Commission by an employee, appointing authority, or applicant. The meaning of appeal includes application, petition, or protest. (3-16-04)

04. Appellant. An employee, appointing authority, or applicant filing an appeal or a petition for review with the Commission. (3-16-04)

05. Appointing Authority. "Appointing Authority" means the officer, board, commission, person or group of persons authorized by statute or lawfully delegated authority to hire, dismiss or otherwise significantly impact the employment status of individuals in any department. (Ref. Section 67-5302(3), Idaho Code) (3-16-04)

06. Appointment, Limited. The appointment of a person to a classified, position where the work is projected to be of limited duration, for which the person has qualified by examination. (3-16-04)

07. Appointment, Nonclassified. The appointment of a person to a position exempt from the application of these rules by the provisions of Section 67-5303, Idaho Code. (7-1-87)

08. Appointment, ~~Original or~~ Initial. ~~For purpose of assigning veteran's preference points, the first time a person is hired by a state agency after attaining eligible veteran's status. Means the first time a qualified~~ Means the first time a qualified veteran is hired by the state. "Initial appointment" shall not include: (Ref. Section 65-506(3)2(4), Idaho Code and ~~(3-16-04)~~() Rule 102.04)

a. Jobs held by patients, inmates or students employed at a state institution; ()

b. Temporary or casual employment; or ()

c. An office filled by election. ()

09. Appointment, Permanent. The appointment of a person to a classified position who has been certified by the appointing authority to have successfully completed the required probationary period and whose employment is permanent, subject to removal or discipline only under the provisions of Chapter 53, Title 67, Idaho Code, and the rules of the Division of Human Resources and Idaho Personnel Commission. (3-16-04)

10. Appointment, Probationary. The appointment of a person to a classified position for which the person has qualified by examination but is serving a work trial period as a condition for certification to permanent appointment. (4-5-85)

11. Appointment, Project Exempt. The appointment of a person to a nonclassified position established under federal grants, which by law restricts employment eligibility to specific individuals or groups on the basis of non-merit selection requirements. (Ref. Section 67-5303(m), Idaho Code) (3-16-04)

12. Appointment, Provisional. The appointment of a person to a position in classified service for which the person has not qualified by examination pending the establishment of a register for the classification of such position. (3-16-04)

13. Appointment, Seasonal. An appointment to a regular position in classified service with intermittent work periods. (Ref. Section 67-5302(31), Idaho Code) (3-16-04)

14. Appointment, Temporary. The appointment of a person to a nonclassified position which is ~~not permanent in nature~~ limited in duration, and in which hours worked will not exceed one thousand three hundred eighty-five (1,385) hours during any twelve (12) month period for any one (1) department. Such appointments also may occur for intermittent periods of time and include recurring assignments. (Ref Section 67-5302(33), Idaho Code) ~~(3-16-04)~~()

15. Base Pay. The rate of pay for performing a job which does not include bonuses, shift differentials, geographic differentials, overtime or other compensation premiums. ()

16. Bureau Chief or Equivalent. An employee assigned responsibility for managing a bureau. A bureau is typically a principal unit of a division with several subordinate sections. A classification can be designated as equivalent to a bureau chief by the Administrator if it is structured similarly in terms of organization and level of responsibility. Such positions will typically have seven hundred (700) or greater Hay evaluation points. ()

157. Certifiable Range. An examination score and a rank on an eligibility register sufficiently high to be among the top ten (10) available names, plus names of all individuals with scores identical to the tenth ranking

eligible, for certification to fill a position in the classification for which the register was established. (3-16-04)

168. Classification Specification. A written statement of the purpose and responsibilities characteristic of a classification, which includes the title, principal accountabilities, and minimum qualifications of education, training and experience, abilities, knowledge, skill, and other qualifications required to perform the work of the classification. (3-16-04)

179. Classification Schedule. All classification specifications utilized in classified service listed by title, classification code, and pay grade to which allocated. (3-16-04)

1820. Classified Service. That body of positions in state departments subject to Chapter 53, Title 67, Idaho Code, as defined therein and excludes temporary, project exempt, and nonclassified appointments. (7-1-87)

21. Compa-Ratio. The percentage difference between salary and salary range mid point. Compa-ratio is derived by dividing an employee's base pay rate by the salary range mid point. ()

1922. Compensation Plan. The overall system of salary administration for classified service including Sections 67-5309A, 67-5309B and 67-5309C, Idaho Code; the classification and compensation schedules; Division of Human Resources and Idaho Personnel Commission rules and policies; and departmental policies governing employee pay. (3-16-04)()

203. Compensation Schedule. The pay grades established by the Division of Human Resources by rule per Section 67-5309C(1), Idaho Code, and associated rates of pay ~~established in Rule 070.05.~~ (3-30-01)()

214. Consultant. An independent contractor who provides professional or technical advice, counsel, or service on a set fee basis. (Ref. Rule 050) (3-16-04)

225. Demotion. The reduction of an employee from a position which the employee occupies in one (1) classification to a position in another classification in a lower pay grade. (3-16-04)

236. Departmental Classification. A classification of positions that is unique to a department. (3-16-04)

247. Dismissal. The separation of an employee from classified service with cause assigned by the appointing authority pursuant to Rule 190. (7-1-87)

258. Due Process. As related to Idaho's Personnel System for permanent classified employees, the activities required to address an individual's constitutional right to notice and an opportunity to be heard. (Ref. Section 67-5315, Idaho Code). (3-16-04)

269. Earned Administrative Leave (EAL). Paid leave for hours worked which exceed the regularly scheduled hours but do not result in overtime. ~~These hours may accrue after hours worked and hours on paid leave exceed forty (40) hours in one (1) workweek. In the case of those employees engaged in law enforcement, correctional, and firefighting activities characterized by irregular shift work schedules, EAL hours may accrue after hours worked and hours on paid leave exceed one hundred and sixty (160) hours in a period of twenty-eight (28) consecutive days.~~ (3-30-01)()

a. Eligibility to Earn EAL. Employees engaged in law enforcement, correctional, and firefighting activities characterized by irregular shift work schedules, can accrue earned administrative leave, if hours earned but not worked exceed one hundred sixty (160) hours in a period of twenty-eight (28) consecutive days. All other employees are ineligible to accrue EAL. ()

2730. Employee. Any person in the employ of a state department who is paid a salary or wages. (4-5-85)

2831. Employment History. The information available to the public without the employee's consent in accordance with Section 9-340(C), Idaho Code, for every agency for which a current or former public official works,

including the official reason(s) for separation from employment but not including accrued leave balances or usage. (3-30-01)

2932. Examination. The application of written tests, oral interviews, performance tests, investigation, physical evaluation, evaluation of education and experience, or any other measure of job-related knowledge and ability, including performance in probationary periods. (4-5-85)

303. Factoring. The assignment of *Hay* evaluation points to a classification in accordance with *Section 67-5309B, Idaho Code, and* Rule 074. (3-30-01)()

314. General Classification. A classification of positions that is common to more than one participating department. (3-16-04)

325. Good Cause. The conduct of a reasonable person in the same or similar circumstances. (7-1-87)

36. Hay System. The methodology currently used by the state of Idaho for establishing the relative value of jobs and is used as a dimension of the pay system. The Hay system makes use of compensable factors or job attributes as a basis for evaluating the relative worth of one job against another. ()

337. Hiring List. A hiring list is a subset of a register (Rule 010.61). A hiring list consists of the top ten (10) individuals, plus all individuals tied for the tenth position, certified as eligible for a specific recruitment. Candidates for reinstatement and/or transfer may be considered and are provided in addition to the top ten. (3-16-04) (7-1-87)

348. Hours Worked:

a. Those hours actually spent in the performance of the employee's job, excluding holidays, vacation, sick leave or other approved leaves of absence, and excluding on-call time. (Ref. Rule 010.409) (3-30-01)()

b. Travel time shall be compensated pursuant to policy set forth by the Board of Examiners. (3-30-01)

c. Attendance at lectures, meetings, training programs and similar activities outside of the employee's regular working hours when attendance has been directed by the appointing authority or designee. (5-15-85)

359. Incumbent. Any person holding a classified or non-classified position in state service. (7-1-87)

3640. Independent Contractor. Any person, firm, or corporation meeting the Internal Revenue Service's test for an independent contractor or a self-employed person. (Ref. Rule 010.21) (3-16-04)

3741. Interested Person. A person or department directly affected by a rule, statute or department action or inaction. (6-30-78)

3842. Intoxication. Being under the influence of alcohol, or misuse of medication or controlled substances. (Ref. Rule 190.01.f.) (3-30-01)

3943. Involuntary Transfer. A significant change in work location, shift and/or organizational unit made as a result of a management decision as opposed to an employee's request or agreement to transfer. (3-30-01)

44. Key Employee. For veteran purposes, an individual specifically hired for an "at will" or nonclassified position for which there is no or a limited selection process, such as a position as a private secretary or deputy to an official who holds a confidential relationship to the appointing or employing officer. (Ref. Section 65-502(5), Idaho Code). ()

405. Layoff. An involuntary reduction in hours of work or separation of an incumbent in the classified service either by reduction in force due to shortage of work or funds, or abolishment of positions. (4-5-85)

446. Layoff Unit (Organizational Unit). A smaller geographic, programmatic, or other identified

subdivision of a department determined by the appointing authority and approved by the administrator for the purpose of conducting a reduction in force (Rule 140). (3-16-04)

427. Leave of Absence with Pay. A period of absence from duty with the approval of the appointing authority, or as required or allowed by law or these rules, during which time the employee shall be compensated. Leaves of absence with pay have no adverse effect on the status of the employee and include the following leaves: vacation leave, sick leave, special leave situations, and compensatory time off for overtime worked. (3-30-01)

438. Leave of Absence Without Pay. A period of absence from duty with the approval of the appointing authority, or as required or allowed by law or these rules, during which time the employee shall not be compensated. (7-1-87)

449. Light or Limited Duty. A general term describing a temporary limited assignment in relation to recovery from injury, illness or other limiting condition as approved by the appointing authority. (3-16-04)

450. Merit Increase. The advancement of an employee's base pay compensation in accordance with Section 67-5309C(b)B, Idaho Code. (7-1-87)()

51. Merit Increase Matrix. A pay distribution tool adopted by the state of Idaho used to advance employees pay based on performance and market data. ()

52. Military Duty (for veteran preference points). Training and service performed by an inductee, enlistee or reservist or any entrant into the armed forces of the United States, provided "military duty" shall not include active duty training as a reservist in the armed forces of the United States or as a member of the National Guard of the United States where the call is for training only. (Ref. Section 65-502(6), Idaho Code.) ()

4653. Minimum Qualification Specialty. A minimum qualification required for one (1) or more positions in a classification that is in addition to the other minimum qualifications required for all positions in the classification. (3-16-04)

4754. New Classification. A classification that is not essentially described by any existing job classification. (3-16-04)

4855. Occasional or Sporadic Work. Work that is voluntarily performed by an employee in a different capacity from the employee's regular work and is infrequent, irregular or occurring in scattered instances. (7-1-87)

4956. On-Call Time. Time when an employee is required to carry a pager, cellular phone, or to leave word at home or with the department where the employee may be reached if needed to work, and the employee can use the time effectively for personal purposes. (3-30-01)

507. Overtime. Those hours defined as such in Section 67-5302(4920), Idaho Code, excluding any time, such as traded time and occasional or sporadic work, that is specifically excluded from the overtime calculation by federal law. (7-1-87)()

548. Pay Line Exception. A temporary assignment of pay grade, pursuant to Section 67-5309C(b)(i)D, Idaho Code, in excess of the pay grade allocated pursuant to Section 67-5309B(a), Idaho Code, as approved by the administrator. (3-30-01)()

59. Permanent. An employee in the classified service who has successfully completed entrance probation. Such employees remain subject to separation as set forth in these rules and Idaho Code. ()

5260. Position, Classified. A position subject to Chapter 53, Title 67, Idaho Code, and these rules in which one (1) person is hired as a full-time or part-time employee; or in which two (2) or more persons share in the aggregate of the position. (7-1-87)

5361. Promotion. The advancement through the competitive process of an employee with permanent status from a position which he or she occupies in one (1) classification to a position in another classification having

a higher paygrade. (3-16-04)

5462. Promotion, In-Grade. To reflect unique agency organization design, an agency may choose to request an internal competitive process to recognize the advancement of an employee with permanent status from a position which he or she occupies in one classification to a position in another classification having greater *Hay* evaluation points, more responsibility, or a unique specialty area, but within the same pay grade. With the approval of the administrator, an in-grade promotion will be treated in all regards as a promotion. (3-16-04)()

5563. Rating/Job Point Factoring. The number of *Hay* evaluation points assigned to a classification in accordance with Rule 074. (3-16-04)()

564. Reasonable Accommodation. An adjustment made to a job and/or work environment that enables a qualified individual with a disability to perform the essential functions of the position and would not cause undue hardship on the operation of the department. (Ref. Rule 190.01.c.) (7-1-87)

5765. Reclassification of a Position. A change of a position from the classification to which it is assigned to another classification. (3-16-04)

5866. Reclassification of an Employee. *Means* A change in the classification assigned to the employee to properly reflect the duties and responsibilities assigned to that employee by an appointing authority. (3-16-04)()

5967. Recruitment. The process of seeking applicants for employment. (3-16-04)

608. Reduction in Pay. A reduction of an employee's salary from one (1) pay rate to a lower rate within the pay grade to which the employee's classification is allocated. (3-16-04)

619. Register. A list of names of persons or the name of one (1) person who has been determined to be eligible for employment in a classification on the basis of examination and merit factors as established by the administrator or delegate. An adequate register lists at least five (5) names of eligible candidates currently available for consideration for each vacancy in the classification for which the register was established. (3-16-04)()

6270. Reinstatement. The reappointment of a former or current classified employee pursuant to Rule 124. (3-16-04)

6371. Resignation. The voluntary quitting or abandonment of state employment, excluding retirement. (Ref. Rule 244) (3-16-04)

6472. Respondent. The party whose interests are adverse to those of the appellant. (7-1-93)

73. Sample Merit Increase Matrix.

SAMPLE MERIT INCREASE MATRIX				
Employees Total Salaries	Does Not Achieve Performance Standards	Achieves Performance Standards	Solid/Sustained Performance	Exemplary Performance
Performance Percentage Guideline	3%	17%	60%	20%
Compa Ratio	Percentage Increase			
120% to 125%	0%	0.50%	1.50%	2.50%
115% to 119%	0%	1.00%	2.00%	3.00%

SAMPLE MERIT INCREASE MATRIX				
<u>Employees Total Salaries</u>	<u>Does Not Achieve Performance Standards</u>	<u>Achieves Performance Standards</u>	<u>Solid/Sustained Performance</u>	<u>Exemplary Performance</u>
<u>Performance Percentage Guideline</u>	3%	17%	60%	20%
<u>Compa Ratio</u>	<u>Percentage Increase</u>			
110% to 115%	0%	1.50%	2.50%	3.50%
105% to 109%	0%	2.00%	3.00%	4.00%
100% to 104%	0%	2.50%	3.50%	4.50%
95% to 99%	0%	3.00%	4.00%	5.00%
90% to 94%	0%	3.50%	4.50%	5.50%
85% to 89%	0%	4.00%	5.00%	6.00%
80% to 84%	0%	4.50%	5.50%	6.50%
75% to 79%	0%	5.00%	6.00%	7.00%

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6574. Status. The character of an employee's appointment.

(7-1-77)

6675. Suspension. An enforced period of absence, with or without pay, for disciplinary purposes, for felony charges, or pending investigation of charges made against an employee pursuant to Rule 190.

(7-1-87)

676. Termination. The separation of an entrance or voluntary probationary employee from classified service for unsatisfactory service during the probationary period without cause assigned by the appointing authority pursuant to Rule 152.

(3-16-04)

6877. Traded Time. Those hours an employee agrees to substitute for another employee during scheduled hours of work, where both work in the same capacity, the agreement to substitute is solely at the employees' option, and the agreement is approved by the agency by whatever manner is customary.

(7-1-87)

6978. Transfer. A change of work location of an employee in which the employee changes from one (1) position to another in the same classification or to another classification in the same pay grade.

(3-16-04)

709. Underfill. The filling of a classification of position with an employee in a classification of lower pay grade to accommodate a training period as approved by the administrator.

(3-16-04)

80. USERRA. Uniformed Services Employment and Reemployment Rights Act, 38 United States Code, Sections 4301-4333.

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781. Veteran. Rule 020 defines veteran for the purpose of selection, hiring, and retention preference.

(3-16-04)

782. Workweek. A period of seven (7) consecutive days beginning 12:01 a.m. Sunday. (Ref. Rule 073)

(12-10-90)

011. -- 0189. (RESERVED).

019. ~~BASIC MERIT REQUIREMENTS OF THE PERSONNEL SYSTEM.~~

~~All appointments, promotions and separations in the classified service shall be based on competence, valid job requirements, and individual performance.~~ (3-30-01)

020. VETERANS PREFERENCE.

Preference must be given to qualified veterans ~~who are residents of Idaho~~ in all employment actions including hiring, transfer, promotion initial appointment, and retention except for confidential secretarial key employee positions. (3-30-01)()

01. ~~Veteran Defined (for preference purposes).~~ Any person who has served in the active service of the armed forces of the United States during any period of war recognized by the United States Department of Veterans Affairs for the purpose of awarding federal veterans benefits and who has been discharged from service under honorable conditions. (Ref. Sections 65-509 and 65-510, Idaho Code) (3-30-01)

02. ~~War Veteran (War Era) and Disabled Veteran Defined (for preference points on competitive exam).~~ War veterans and Disabled veterans who are residents of the state of Idaho, and their widows or spouses, when qualified under state law shall have additional points added to a passing score and placed on the register in accordance with the provisions set forth in Rule 102. (Ref. Rule 093.03, and Sections 65-502, 506, 507, and 67-5309(f), Idaho Code) (3-16-04)

03. ~~Promotion/Transfer Consideration.~~ Qualified veterans shall be given additional consideration in promotion and transfer decisions. When candidates are considered to be equal based on valid job related factors, veterans shall be preferred. (Ref. Sections 65-502, 65-504, 65-509, and 67-5309, Idaho Code) (3-16-04)

04. ~~Retention.~~ War Veterans (War Era) (as defined in Chapter 5, Title 65, Idaho Code) shall receive the equivalent of three (3) years of satisfactory service in additional points awarded towards the total calculation of retention points in a reduction of work force determination. (Ref. Rule 140 and Section 65-503, Idaho Code) (3-16-04)

021. ~~DISCRIMINATION PROHIBITED.~~

No person shall be discriminated against in regards to appointments, promotions, demotions, separations, transfers, compensation, or other terms, conditions, or privileges of employment because of race, national origin, color, sex, age, religion, disability, or veteran status (unless under other than honorable conditions). (3-30-01)

022. ~~PROHIBITED QUESTIONS.~~

~~All questions on applications and examinations shall be based on valid job requirements. Questions which impermissibly discriminate on the basis of race, national origin, color, sex, age, religion, disability, political affiliation, or veteran status are prohibited. Questions regarding veteran status for compliance with veterans' preference are permitted. (Ref. Rule 020)~~ (3-16-04)

023. ~~BONA FIDE OCCUPATIONAL QUALIFICATION.~~

~~Qualification requirements based on age or gender may be established as necessary for specific positions by the Administrator of the Division of Human Resources.~~ (3-30-01)

024. ~~CONFLICT OF INTEREST AND PERSONAL CONDUCT.~~

~~The maintenance of a high standard of honesty, ethics, impartiality, and conduct by state employees is essential to ensure proper performance of state business and strengthen the faith and confidence of the people of Idaho in the integrity of state government and state employees. All appointing authorities shall establish such policies and standards necessary to implement Rule 273.~~ (3-16-04)

0251. NEPOTISM.

No employee shall work under the immediate supervision of a supervisor who is a spouse, child, parent, brother, sister or the same relation by marriage. (8-1-81)

0262. DUAL EMPLOYMENT.

There shall be no conflicting hours of work when a classified employee is employed by more than one (1) state

department. The employee shall obtain approval from all appointing authorities concerned prior to beginning dual employment. (Ref. Rule 260) (4-5-85)()

~~0273.~~ -- 039. (RESERVED).

(BREAK IN CONTINUITY OF SECTIONS)

050. CONSULTANTS AND PERSONS EMPLOYED UNDER INDEPENDENT CONTRACT.
Nothing in these rules shall prohibit the use of independent contractors or consultants who are paid on a fee basis for legal, medical, or other professional services, provided that they are not engaged in the performance of administrative duties for any state department. (7-1-94)

01. No Fee Basis. No position in the state classified service shall be filled by a consultant or independent contractor on a fee basis. (8-1-81)

02. Limited Use Only. Individuals employed through contracts with temporary services or professional staffing agencies shall be utilized only for short-term situations. (3-30-01)

~~**03. Conflict of Interest/Nepotism.** Agency policies regarding conflict of interest/nepotism should address the award of work to consultants and contractors. See Rule 024 and 025. Also Ref. Section 18-1359, Idaho Code. (3-16-04)~~

043. Not to Be Treated as Employees. Independent contractors, their staff or consultants shall not be treated as employees. Appointing authorities must comply with current Internal Revenue Service guidance on independent contractor and employee definitions. (3-16-04)()

(BREAK IN CONTINUITY OF SECTIONS)

~~**061. ANALYSIS OF CLASSIFICATIONS.**
The Division of Human Resources shall assist appointing authorities in the analysis of positions in determining proper classification and shall, at the determination of the administrator, conduct independent classification reviews of the various departments. (4-5-85)~~

~~**062. AUTHORITY.**
The administrator shall have the responsibility and authority to classify positions in the classification schedule. (3-30-01)~~

0631. REVIEW OF CLASSIFICATION SCHEDULE.
The administrator, in cooperation with the various appointing authorities, shall ensure the appropriateness and accuracy of classification specifications. (3-16-04)

~~**064. AMENDMENT OF CLASSIFICATION SCHEDULE.**~~

~~**01. Changes to Classifications.** Whenever it is necessary to establish or delete a classified position or to revise a position's responsibilities, the appointing authority shall submit proposed changes to the administrator. (3-30-01)~~

02. Approval. Each appointing authority, prior to establishing any new position within the department, shall obtain the approval of the administrator for the classification of such positions and their assignment to a pay grade in the compensation schedule. Approval by the administrator of the Division of Financial Management for sufficiency of funds is also required. (3-30-01)

03. Assignment to Pay Grade Required. No person shall be appointed to, employed in, or paid for services in any classified position until the position has been established, classified, and assigned to a pay grade in

(3-30-01)

accordance with these rules:

065. ~~APPROVAL OF NEW, REVISED AND DELETED CLASSIFICATIONS.~~

~~01. **New and Refactored Classifications.** New classifications of work and revised classifications require approval by both the administrator and the Division of Financial Management administrator when there is a fiscal impact.~~ (3-16-04)

~~02. **Revised and Deleted Classifications.** Revised classifications with no fiscal impact and classifications deleted from the classification schedule require approval only of the administrator.~~ (3-16-04)

066. ~~ABOLISHMENT OF POSITIONS.~~
~~An appointing authority may abolish a position for reasons of administrative efficiency. Employees to be separated as a result shall have layoff and reemployment preference in accordance with Rules 140 through 147.~~ (7-1-87)

067. RECLASSIFICATION OF POSITIONS.

01. Procedure. Positions may be reclassified in the same pay grade, upward, or downward as determined by an based on analysis by Division of Human Resources ~~staff or delegate~~ of the duties and responsibilities ~~assigned by appointing authorities to specific positions~~. An incumbent ~~occupying a reclassified position~~ shall be properly classified by an appointing authority within thirty (30) calendar days of being notified by the administrator that the duties and responsibilities assigned to the position are not properly classified. (4-5-85)()

02. Effective Date. Reclassifications of positions ~~shall not be effective until they are approved by the administrator, but~~ may be retroactive to the beginning of the pay period ~~during which approval is granted~~. Reclassification of an employee shall not precede the effective date of the reclassification of the position. (3-30-01)()

068. ~~VIOLATIONS.~~
~~Accurate position classification is the foundation for providing equal pay for equal work, identification of actual work performed, fair employment and equal opportunity for promotions, and equitable compensation. Upon the administrator's determination that classification rules have been violated, the appointing authority will be informed and provided thirty (30) days to take actions necessary to correct the situation or submit a corrective action plan to the administrator. If these actions do not occur, the administrator will inform the employee, the appointing authority, and the state controller that the employee is being compensated in violation of these rules. (Ref. Sections 67-5308 and 67-5312, Idaho Code)~~ (3-16-04)

063.-- 069. (RESERVED).

070. COMPENSATION OF EMPLOYEES.

01. ~~The Hay System.~~ ~~The Division of Human Resources will use the Hay method of point factoring to determine the relative value of each classification, and as a basis for internal pay equity. (Ref. Section 67-5309B, Idaho Code)~~ (3-16-04)

02. ~~Salary Surveys.~~ ~~The Division of Human Resources shall conduct or approve salary surveys, to determine salary ranges that represent labor market average rates for Hay point factored positions in classified service.~~ (3-16-04)

031. Relevant Labor Markets. Labor markets used for wage comparison shall ~~be based on the normal recruiting market~~ consist of public and private employers in the state of Idaho for specific job classifications. ~~Consultation with various appointing authorities will also contribute to labor market determination. For those job classifications with no private or public counterparts, the comparator market will be public employers including, but not limited to, the states of Arizona, Colorado, Montana, Nevada, Oregon, Utah, Washington, and Wyoming.~~ (3-16-04)()

~~a. When the competition for employees is the local area market, the comparison will be made from a survey representing public and private employers in the state of Idaho. (3-16-04)~~

~~b. For classifications with a regional recruiting area, the comparator market will be from public and private employers from the neighboring states and Idaho. For those with no private counterparts, the comparator market will be state governments, including, but not limited to, Arizona, Colorado, Montana, Nevada, Oregon, Utah, Washington, and Wyoming. (3-16-04)~~

~~c. Recruitment and retention issues will be used to determine the need for additional special market surveys. (3-16-04)~~

02. Assignment to Pay Grade.

As a basis for pay equity the Division of Human Resources will use a combination of market data and point factoring to determine the relative value of each classification. (Ref. Rule 074.01 and Section 67-5309B, Idaho Code) ()

043. Salary Schedule. The administrator shall adopt the salary ranges for the pay grades in Section 67-5309C, Idaho Code, in a public meeting after notice, and a current salary schedule shall be made available to the public and all appointing authorities. (3-16-04)()

04. Review and Reconsideration Requests. If an agency or individual believes the pay grade assignment is improper regarding the accuracy of Hay point valuation or market average job matching, a request for review must be submitted to DHR prior to appeal. DHR staff will work to verify or change the assignment as the analysis indicates and respond within thirty (30) days. ()

05. Compensation Plan. Significant changes to components of the compensation plan shall be presented in a public meeting after notice. **Disputed Assignment Cannot Be Resolved.** If the disputed assignment cannot be resolved, individuals may appeal the decision to the Idaho Personnel Commission within thirty-five (35) days of the DHR final decision. (3-30-01)()

071. COMPENSATION PLAN REVIEW'S MERIT INCREASE MATRIX.

01. Review of Compensation Schedule. The Division of Human Resources in cooperation with the various appointing authorities shall conduct reviews of the compensation plan. **Salary Increases.** Salary increases must be based on a merit increase matrix approved by DHR. Shift and geographic premium pay, bonuses, reinstatements, transfers, promotions and recruitment and retention awards are not subject to a matrix. (3-30-01)()

02. Affirmation of Factoring. In the review of classifications, the factoring of a class may be affirmed if there has been no significant change in the duties of the classification and the factoring appears to be correct. **Temporary Merit Increases.** Temporary merit increases shall be based on performance and distributed using a matrix model unless an exception has been granted pursuant to Subsection 071.03 (7-1-93)()

03. Exceptions to Use of a Matrix. Such as equity adjustments, can be made on a case-by-case basis, subject to the approval of the administrator. ()

072. OPERATION OF COMPENSATION PLAN.

01. Authorized Pay Rate. No employee in the state classified service shall be paid at a rate less than the minimum nor greater than the maximum rate of the pay grade assigned to the classification, except as provided in Section 67-5309C(b)(i), Idaho Code for employees who have performance evaluations indicating their work does not achieve standards at the time of a paygrade structure revision. Such employees may not be paid outside the pay grade for more than one thousand forty (1040) hours of credited state service. (3-16-04)()

02. Starting Salary. The starting salary for a new appointee may be anywhere within the paygrade assigned to the employee's classification and is at the appointing authority's discretion considering available budget, market, and relation to existing staff salaries. (Ref. Section 67-5309C(b), Idaho Code) (3-16-04)

032. Payline Exceptions. Temporary assignments to a new pay grade may be made by the administrator pursuant to Section 67-5309(e)(b)(i)D, Idaho Code. Such assignments shall apply to an entire classification for the purpose of recruitment or retention and shall be reviewed annually to determine the need for continuance. (3-16-04)

04. ~~Salary After Reappointment From Layoff.~~ ~~An employee appointed by the agency that laid them off (Rule 101.01 and Rule 146) shall be paid in the current pay grade for the classification to which reappointed or at the same payrate he or she received immediately preceding layoff, whichever is greater but not to exceed the maximum of the current paygrade.~~ (3-16-04)

05. ~~Salary upon Transfer.~~ (7-10-88)

~~a. A transfer between departments (Rule 125) in the same classification or one (1) of equal pay grade does not require a change in the employee's salary, but a lower or higher rate may be negotiated between the employee and the appointing authority.~~ (3-16-04)

~~b. If the transfer is to a classification of lower pay grade (demotion), the employee's salary is negotiable between the employee and appointing authority within the lower pay grade.~~ (3-16-04)

06. ~~Salary upon Reinstatement.~~ ~~Unless related to reemployment after a lay off, the salary of a reinstated employee (Rule 124) is negotiable between the employee and appointing authority in the current pay grade for the classification in which the employee has reinstatement privileges.~~ (3-16-04)

07. ~~Salary upon Downward Reassignment.~~ ~~When a classification is reassigned downward the employee's salary will be protected to the maximum within the new paygrade.~~ (3-16-04)

08. ~~Salary upon Return from Military Duty.~~ ~~An employee who returns to state service from active military duty in accordance with the provisions of Sections 65-511 or 65-512, Idaho Code, shall be paid at the comparable rate in the current pay grade for the classification to which he or she was assigned prior to leaving for military service.~~ (3-30-01)

073. CALCULATION OF PAY.

01. Standard Calculation of Pay. For other than police, correctional officers, or fire employees, pay shall be calculated in the following order: (3-30-01)

- a. Holiday pay; (12-10-90)
- b. All hours worked on a holiday as overtime; (12-10-90)
- c. All hours worked over forty (40) in the workweek as overtime, excluding occasional or sporadic work and traded time; (12-10-90)
- d. Vacation, sick and other paid or unpaid leaves; and (12-10-90)
- e. All remaining hours worked at the employee's regular rate of pay, ~~with the optional use of earned administrative leave.~~ Shift differential pay shall be calculated according to Rule 075 and paid in addition to any other compensation. (Ref. Sections 67-5302(1920), 67-53298, Idaho Code; Rules 010.34, 010.41, 010.42, 010.48, 010.50, and 073.03) (3-16-04)(____)

02. Calculation of Pay for Police, Correctional Officers, and Fire Employees. Police, Correctional Officers, and fire employees on a twenty-eight (28) day work schedule shall be compensated as described above, except that overtime shall be calculated based on one hundred sixty (160) hours in a twenty eight (28) day period instead of forty (40) hours in a workweek, and earned administrative leave shall be calculated based on eighty (80) hours in a biweekly pay period instead of on a weekly basis. (3-30-01)

03. Holiday Pay Calculation. (7-1-87)

a. ~~All classified employees of like classification, shall be treated equally with reference to hours of employment, holidays, and vacation leave. (Ref. Section 67-5326, Idaho Code)~~ Paid time off for holidays is a benefit, and as such, must be allocated in a substantially similar manner to all employees in the same classification. (3-30-01)()

b. A full-time employee shall receive holiday pay in accordance with the number of hours the employee works on a regular workday. If the employee's schedule is so irregular that a regular workday cannot be determined, the employee shall receive eight (8) hours of holiday pay. An employee must receive some paid leave, wages or salary for the pay period in which the holiday occurs to receive the holiday benefit. (3-16-04)

c. A part-time employee who has a regular work schedule shall be paid for a holiday in the same ratio as eight (8) hours is to a forty (40) hour work week, which for calculation purposes converts to two tenths (.20) x hours normally worked. (3-16-04)

d. If a part-time employee's hourly schedule is so irregular that a normal workweek cannot be determined, the holiday benefit is in the same proportion that the hours the employee works during a week in which a holiday occurs relate to forty (40). (3-16-04)

e. Schedules resulting in holiday time off in excess of eight (8) hours ~~must only~~ may be approved ~~in such a way as to treat all members of the affected job classification equally by the appointing authority if included in the agency compensation plan.~~ Appointing authorities may also suspend flex schedules during holiday weeks or may grant administrative leave or otherwise adjust work schedules to ensure equity internal consistency. (3-30-01)()

~~04. Reduction of Salary. The salary of an employee receiving more than the lowest rate of the pay grade for his or her classification may be reduced to a lower rate within the pay grade by the appointing authority for disciplinary reasons enumerated in Rule 190. (3-16-04)~~

~~05. Temporary Merit Increases. Temporary merit increases shall not be calculated retroactively. (Ref. Section 67-5309C(b)(ii), Idaho Code) (7-10-88)~~

~~06. Department Salary Administration Policies (a/k/a Compensation Plans). Each department shall adopt and file with the administrator current salary administration policies for the following actions to insure fairness and equity for all employees within that department: (3-30-01)~~

- ~~a. Merit increases and bonuses (Section 67-5309C(b), Idaho Code, and Rule 073.05.); (7-1-94)~~
- ~~b. Reclassification (Rule 067); (4-5-85)~~
- ~~c. Demotions (Rule 179); (3-16-04)~~
- ~~d. Intradepartmental transfers (Rule 125); (3-16-04)~~
- ~~e. Failure to complete promotional probationary periods (Rule 150); (3-16-04)~~
- ~~f. Promotions (Rule 169); (3-16-04)~~
- ~~g. On-call time (Rule 010.49). (3-16-04)~~

~~07. Salaries for Temporary Appointments. Except as provided by the following rule, salaries for employees hired under temporary and project exempt appointments will be governed by Section 59-1603, Idaho Code. (4-5-85)~~

074. ASSIGNMENT OF HAY EVALUATION POINTS.

~~01. Assignment to Pay Grade. Pursuant to Sections 67-5309B and C, Idaho Code, the pay grade to which a classification is assigned shall be determined by the number of Hay evaluation points assigned to each~~

classification. (3-16-04)

041. Factoring Process. Hay evaluation points shall be assigned to a classification, through the following methods, which may be used separately or in combination with the others: (3-16-04)()

a. Informal Agreement. The appointing authority presents the new or revised classification and factoring recommendation informally to the administrator of the Division of Human Resources or designee and there is agreement on the points assigned. (3-16-04)

b. Factoring Session. The administrator shall determine the membership of a factoring committee and schedule a factoring session in which the appointing authority or designee may present both oral and written information concerning the classification to be factored. The factoring committee shall assign Hay evaluation points in accordance with Rule 074 and the administrator shall notify the appointing authority in writing of the decision of the factoring committee. The appointing authority may request an issue conference with the factoring committee and present their perspective on the assigned points. The factoring committee may affirm or modify the assigned points. The administrator will provide a letter to the appointing authority stating the outcome of the issue conference. (3-16-04)

c. Hay Management Consultants. After consultation with the appointing authority, the administrator may refer the classification to Hay Management Consultants for a factoring analysis. (3-16-04)

02. Guide Charts. The Hay evaluation points assigned to a classification shall be the composite numerical value of points factored from the Hay guide charts. (3-16-04)

03. Factoring Benchmarks. The factoring benchmarks correlated by Hay Management Consultants shall be used in conjunction with the Hay Guide Charts to determine the number of points assigned to a classification. (3-16-04)()

052. Approval. After consultation with the administrator of the Division of Financial Management for approval regarding potential fiscal impacts, the administrator of the Division of Human Resources shall have final approval of the Hay evaluation points assigned to each classification. These points are final unless appealed in accordance with Section 67-5316, Idaho Code. (3-16-04)

075. SHIFT DIFFERENTIAL. Shift differential may be awarded in amounts up to and including twenty-five percent (25%) of hourly rates, based on local market practice for similar jobs. Ref. Section 67-5309(u), Idaho Code ()

01. Eligibility. (12-10-90)

a. Shift differential compensation shall be paid if fifty percent (50%) or more of an employee's assigned hours in a workweek occur between 6 p.m. and 7 a.m. Leave hours taken shall be regarded as having been assigned during the same hours that the employee would have worked. (12-10-90)

b. Shift differential compensation shall be paid for all hours worked by an employee whose primary responsibility is to work in place of an absent employee and, whose assigned schedule varies from nights, days, and/or swing. (3-16-04)

02. Shift Pay Rate. Shift differential compensation shall be paid at the rate of five percent (5%). (7-1-94)

03. Hours Paid at Shift Rate. If an employee qualifies for shift differential pay during a workweek, the shift rate shall be calculated for all hours reported in that week, including holiday pay, overtime and leave taken. The resulting amount of shift differential pay shall be included in the compensation for that pay period. (12-10-90)

04. Ineligible Employees. Employees who are ineligible for cash compensation and compensatory time for overtime work are ineligible for shift differential compensation. (Ref. Section 67-5329(1), Idaho Code) (3-30-01)

~~05. **Multiple Positions.** For an employee who has more than one (1) position, eligibility for shift differential shall be determined by position.~~ (2-6-92)

~~076. **ALTERNATIVE WORK SCHEDULES AND LOCATIONS.** An appointing authority may allow alternative work schedules and locations including flexible schedules, job sharing, and telecommuting when determined to be in the best interests of the state and the employee. Internal policies on such options must be published for all employees and filed with the administrator. If applicable, agency policies must address.~~ (3-16-04)

- ~~a. Conditions of participation;~~ (3-16-04)
- ~~b. Equipment use and provision;~~ (3-16-04)
- ~~c. Workers compensation and liability issues; and~~ (3-16-04)
- ~~d. Confidentiality.~~ (3-16-04)

~~077. **BONUSES.**~~

~~01. **Performance Bonuses.** Up to a total of one thousand dollars (\$1,000) may be awarded each fiscal year, in recognition of excellent performance. A memo documenting such performance should be provided to the employee and placed in their personnel file. (Ref. Section 67-5309C(b)(iii), Idaho Code)~~ (3-16-04)

~~02. **State Resource Savings Bonuses.** Up to a total of one thousand dollars (\$1,000) may also be awarded each fiscal year, in recognition of an employee's idea to save state resources. Each agency will develop an internal procedure to provide for prompt consideration and distribution of awards. (Ref. Section 67-5309C(b)(iv), Idaho Code)~~ (3-16-04)

~~a. Suggestions, that when implemented result in significant savings, may result in a larger bonus, but such amounts must be approved by the Board of Examiners.~~ (3-16-04)

~~b. Suggestions aimed at saving money outside the employee's state agency should be submitted to the employee's agency first and then routed to the Division of Human Resources for centralized coordination and tracking. The Division of Human Resources will forward the suggestion to the agency able to address implementation.~~ (3-16-04)

~~078. -- 079. (RESERVED).~~

~~080. **RECRUITMENT.**~~

~~The administrator shall cooperate with the appointing authority of each department and with the director of the Department of Commerce and Labor in the operation of a coordinated recruiting program.~~ (4-5-85)(____)

~~081. **PURPOSE OF EXAMINATIONS.**~~

~~The administrator shall conduct examinations for the purpose of maintaining eligibility registers.~~ (8-1-81)

~~082. **METHODS OF RECRUITMENT.**~~

~~For the purpose of establishing eligibility registers, there are three (3) methods of recruitment: open competitive, department promotional, or statewide promotional. The scope of advertising and outreach for each approach will vary with agency preference, needs, and labor market strategies.~~ (3-16-04)

~~083. **(RESERVED) MOVING EXPENSES REIMBURSEMENT.**~~

~~The head of any department, office, or institution shall have authority to reimburse moving expense for current or newly hired state employees up to ten percent (10%) of the employee's base salary or fifteen thousand dollars (\$15,000) whichever is less. Reimbursable expenses must be in compliance with the State Moving Policy in effect at the time of the move. (Ref. SCO website, State Board of Examiners.)~~ (____)

01. Exceptions to the Maximum Expense Reimbursement Limits. Exceptions to the maximum

expense reimbursement limits may be approved in advance by the department director. ()

02. Report Submission to Division of Financial Management. Agencies shall submit a report to the Division of Financial Management and the Legislative Services Office by October 1 on all moving expense reimbursements granted in the preceding fiscal year. (Ref. Section 67-5337, Idaho Code.) ()

0842. ANNOUNCEMENT OF RECRUITMENT.

01. Distribution of Announcements. The announcement of each open-competitive recruitment shall be supplied to the appropriate local offices of the Idaho Department of ~~Commerce and~~ Labor and to other locations determined necessary by the administrator to develop a register of eligibles. If the open-competitive recruitment has been requested by the appointing authority in lieu of a promotional recruitment, it shall be his or her responsibility to post or otherwise distribute the announcement so it can be seen by all employees of that department prior to its expiration date. (Ref. Rule 169) (3-16-04)()

02. Posting of Promotional Announcements. The announcement for each promotional recruitment shall be supplied to the appointing authority of each affected department. It shall be his or her responsibility to post, electronically communicate, or otherwise distribute such announcement so it can be seen by all employees in the department prior to the expiration date. (3-16-04)

0853. CONTENT OF ANNOUNCEMENTS.

Each announcement shall contain the title of the classification, characteristic duties and responsibilities, salary, minimum qualifications, nature of examination, qualifying score, closing date, equal opportunity and veterans preference notice, and other pertinent information. (3-16-04)

0864. APPLICATIONS.

01. Form. All applications shall be filed in the form ~~prescribed~~ approved by the administrator or delegate. (3-16-04)()

02. Filing of Applications. Applications are currently accepted by internet application system, mail, personal delivery, electronic mail and FAX to the Division of Human Resources or delegate. An application will also be considered timely if any Job Service or agency human resources office receives and date stamps it by the closing date, notifies the Division of Human Resources or delegate, and ensures that it is delivered to the Division of Human Resources or delegate by close of the next business day. (3-16-04)()

03. Application by Military Personnel. An application will be accepted after the closing date of the announcement from a person who was serving in the armed forces, or undergoing service-connected hospitalization ~~of no more than up to~~ one (1) year following discharge, during any period in which the announcement was open. The application must be submitted within one hundred twenty (120) days of the applicant's separation from the armed forces or hospitalization and prior to the expiration of the register established as a result of an examination. ~~The applicant must be a resident of Idaho when application is made.~~ (Ref. Sections 65-5023 and 67-5309(f), Idaho Code) (3-16-04)()

04. Application by Disabled Veterans. A disabled veteran may file an application at any time up until a selection has been made for any classification for which the Division of Human Resources or delegate maintains a register as a source for future job openings or for which a register is about to be established, provided he or she has not already been examined twice for the same classification, does not have current eligibility on that register, or is not serving in a classification competitive position in the same ~~or higher~~ pay grade as the classification for which application is made. ~~The applicant must be a resident of Idaho when application is made.~~ (Ref. Sections 65-5023, ~~65-507~~ and 67-5309(f), Idaho Code) (3-16-04)()

05. ~~Promotion of Entrance Probationary Employee.~~ ~~Any classified employee on entrance probation may file an application for a promotional opportunity and be placed on a register but may not be appointed until permanent status has been attained. (Ref. Rules 159.01. and 169.03.)~~ (3-16-04)

06. ~~Disclosure of Information for Hiring Purposes.~~ ~~By submitting an application, an individual is~~

~~deemed to authorize disclosure of confidential information to state agencies for purposes of screening, testing, interviewing and hiring. (Ref. Section 9-340C, Idaho Code).~~ (12-10-90)

0875. DENIAL OF APPLICATIONS.

01. Basis. The administrator or delegate may choose not to process an application if: (3-16-04)()

a. The applicant will not meet the minimum qualifications specified in the announcement at the time set for appointment. (3-30-01)

b. The application was not received on or before the closing date for acceptance of applications. (3-30-01)

c. A background investigation or examination of an applicant discloses that the applicant committed an act which is cause for dismissal as provided in Rule 190. (3-30-01)

02. Further Actions. When any such finding under Rule 087.01 is made, the administrator or delegate may deny the application and may cancel the eligibility of the applicant if he or she has already attained a place on the eligibility register. If the applicant has already received appointment, the administrator or delegate may take appropriate action to have the employee removed from the position. (3-30-01)()

0886. -- 089. (RESERVED).

~~089. LOCATION OF EXAMINATIONS.~~

~~To enhance recruiting efforts, agencies may request examinations be held in specific areas of the state, by approved proctors outside the state of Idaho, or via electronic communications.~~ (3-16-04)

(BREAK IN CONTINUITY OF SECTIONS)

~~091. PROHIBITED FACTORS.~~

~~No part of any examination shall include any question designed to reveal prohibited information including the political or religious affiliation or belief, national origin or race of any candidate.~~ (3-30-01)

0921. PREPARATION OF EXAMINATIONS.

01. Content of Examinations. Examinations may include any questions, tests or criteria designed to evaluate the suitability of applicants for job openings within a classification. So far as is practical, promotional examinations shall be similar to corresponding open-competitive examinations and the same standards shall be applied in determining scores. (3-30-01)

02. Job Analysis and Confidentiality. Contents of each examination shall be determined by the Division of Human Resources' ~~staff~~ or delegate on the basis of appropriate professional techniques and procedures of job analysis and test development. No information concerning the specific content of the examination shall be divulged to unauthorized personnel by Division of Human Resources' ~~staff~~ or delegate or other personnel who have access to the examinations. (4-5-85)()

03. Subject-Matter Experts. The Division of Human Resources' ~~staff~~ or delegate may, at their discretion, collaborate with appointing authorities, incumbents, subject-matter experts, or other qualified persons in the preparation of examinations. (8-1-81)()

0932. CONDUCT AND RATING OF EXAMINATIONS INCLUDING VETERANS' PREFERENCE POINTS.

01. Designation of Examiners. The examinations shall be conducted and rated by persons designated by the administrator or delegate. (8-1-81)()

02. Scoring of Examinations. Each examination shall be rated for final scores on the basis of one hundred (100) point maximum. The Division of Human Resources' ~~staff~~ or delegate shall use appropriate statistical and professional techniques and procedures in determining passing points and final scores. (3-30-01)(____)

03. Veterans Preference.

a. ~~War~~ Veterans and disabled veterans points, when applicable under state law, shall be added to the final score achieved in the examinations, notwithstanding the fact that the augmented final score may exceed one hundred (100) points. ~~Veterans preference points are only applicable when the applicant is a resident of Idaho. Five (5) percentage points shall be added to the earned rating of any veteran as defined in Section 65-502, Idaho Code, and the widow or widower of any veteran as defined in Section 65-502, Idaho Code, as long as he or she remains unmarried. Pursuant to Section 65-504, Idaho Code, ten (10) percentage points shall be added to the earned rating of any disabled veteran as defined in Section 65-502, Idaho Code, the widow or widower of the same as long as he or she remains unmarried, or the spouse of any eligible disabled veteran who cannot qualify for any public employment because of a service-connected disability. Employment registers shall be established in order of final score except that the names of all five (5) and ten (10) percentage point preference eligibles resulting from the merit system shall be placed on the register in accordance with their augmented rating. (Ref. Sections 65-5064 and 67-5309(f), Idaho Code)~~ (3-16-04)(____)

b. ~~War~~ Veterans and disabled veterans preference points shall not be added to the raw score in order to achieve a passing score. (3-16-04)(____)

04. Failing Score. Failure in any part of the examination may disqualify the applicant in the entire examination and from having his or her name placed on the register. Final scores shall be computed in accordance with weights assigned the individual factors in the total examination. (4-5-85)

05. Use of Alternate Announcement. An examination may be rated for another classification under current announcement at the discretion of the administrator. (3-16-04)

06. Waiver of Examination. Notwithstanding other provisions in these rules, when ten (10) or fewer applications are received from applicants meeting minimum qualifications for a position announcement and there is no existing register, the announced examination may be waived by the administrator or delegate. These applicants shall be eligible for appointment and their placement on the register shall take into account veterans' preference. When using registers developed in this manner, appointing authorities shall provide the opportunity for placement interviews for each applicant on the register. (3-16-04)(____)

~~**07. Examination Upon Reclassification.** An employee occupying a position which is reclassified (Rule 067.01) may be required at the discretion of the administrator to pass an examination for the classification to which reclassified. (3-16-04)~~

~~**094. ELIMINATION TESTS.**~~

~~Wherever it is stated in the announcement that an applicant must qualify in a series of different tests or satisfy other requirements to become eligible for appointment, and the applicant fails to meet such requirements, he or she shall not be permitted to take any further tests in the examination, and such tests if previously given need not be rated. (4-5-85)~~

~~**095. NOTICE AND RECORD OF RESULTS OF EXAMINATION.**~~

~~All competitors shall be notified of their final scores electronically or by mail. The records of scores shall be held as official records for the life of the resulting eligibility registers. (3-16-04)~~

0963. REVIEW AND APPEAL.

~~**01. Review of Examination Content and Scoring Material.** Any competitor, or his/her representative authorized in writing, shall be permitted to inspect his/her own papers and records, except examination content and scoring material, upon application in person at the office of the Division of Human Resources in Boise during business hours. Alternative arrangements are available for competitors located outside of Boise. Review shall be~~

limited to the time allowed for appeal of examination scores. (3-16-04)

~~02. **Appeal of Examination Score.** Any competitor, by written request to the administrator, may appeal his or her examination score within thirty-five (35) calendar days after the notice was sent to such competitor. The administrator shall review the test, may change the score, and may take any other action necessary to insure the integrity and quality of the testing process. When such review discloses error affecting the scores of other competitors, the review and adjustment shall include their scores. The administrator shall provide a written explanation to competitors whose scores are affected by the action taken.~~ (3-16-04)(____)

0974. ALTERNATIVE EXAMINATION PROCESS FOR PERSONS WITH DISABILITIES.

01. Conditions for Eligibility. Notwithstanding other provisions in these rules, an agency may appoint an individual directly into entrance or promotional probationary status in a classification if the Division of Vocational Rehabilitation, the Idaho Commission for the Blind, or the Industrial Commission certifies the following: (3-16-04)

a. That the individual has a physical or mental impairment that substantially limits one (1) or more major life activities, as further defined under state or federal law; (3-30-01)

b. That the individual meets the minimum qualifications of the classification and is qualified to perform the essential functions of a particular classified position with or without reasonable accommodation; and (3-16-04)

c. That the individual lacks competitiveness in the examination process due to the disability. (Ref. Section 67-5309(e), Idaho Code.) (3-16-04)

02. Concurrence Required. The certification shall be made with the concurrence of Division of Human Resources. (3-30-01)

03. Probationary Period. The probationary period shall be the sole examination for individuals certified under this alternative examination process. (Ref. Rule 150). (7-1-93)

0985. -- 099. (RESERVED).

100. ELIGIBILITY REGISTERS.

Eligibility registers shall be established by the Division of Human Resources' ~~staff~~ or delegate to provide for fair and impartial selection for entrance into the state classified service and for promotion on the basis of competitive merit examinations. (4-5-85)(____)

(BREAK IN CONTINUITY OF SECTIONS)

102. PLACEMENT ON REGISTER.

01. Score Order. Eligible candidates shall be placed on the register for a given classification ranked in descending numerical order based on their final score on the examination for such classification. (3-16-04)

02. Veterans' Preference. Eligible veterans or surviving spouses entitled to five (5) point preference shall be placed on the open-competitive register in accordance with their final score on the examination augmented by preference points. (Ref. Rule 093.03, and Section 65-5064, Idaho Code) (3-16-04)(____)

03. Disabled Veterans' Preference. Eligible ten percent (10%) or more disabled veterans or purple heart recipients or surviving spouses entitled to ten (10) point preference shall be placed at the top of on the open-competitive register above all other non-preference candidates in order of their final score on the examination augmented by preference points. Veterans who have a current service-connected disability of thirty percent (30%) or more, shall be offered an interview when their final score on the hiring list places them within the top ten (10) qualified candidates. If more than ten (10) thirty percent (30%) or greater disabled veterans place in the top ten (10)

qualified scores of a hiring list, at least ten (10) shall be offered an interview. (Ref. Rule 093.03 and Section 65-506, Idaho Code) ~~(3-16-04)~~()

04. Veterans' Preference Points for Initial Appointment Only. The additional points added by reason of veterans' preference shall be used the first time a qualified veteran is hired by any state agency and not for the purpose of promotions. (Ref. Section 65-506~~4~~, Idaho Code) ~~(3-16-04)~~()

(BREAK IN CONTINUITY OF SECTIONS)

103. DURATION OF ELIGIBILITY REGISTERS.

01. Reemployment Preference Registers. Eligible candidates will remain thereon for twelve (12) months from effective date of layoff. (Ref. Rules 101.01 and 144) (3-16-04)

02. Other Registers. The duration of all other registers will be determined by the administrator or ~~delegate~~ based on the frequency of job openings and agency need. ~~(3-16-04)~~()

104. REMOVAL OF NAMES.

01. Reasons Specified. Names may be removed from any eligibility register(s) by the administrator or ~~delegate~~ because of: ~~(3-16-04)~~()

a. Appointment of the eligible candidate from the register to the classification or appointment to a classification in a higher pay grade. (3-16-04)

b. A statement by the eligible candidate that he or she is not willing to accept appointment under conditions previously specified. (3-16-04)

c. Physical, mental or other disability where it has been demonstrated that the disability will prevent the eligible candidate from satisfactorily performing the essential functions of the position with reasonable accommodation for the disability. (3-16-04)

d. Failure of an eligible candidate to respond within seven (7) calendar days to documented good faith inquiry concerning availability for employment. (3-16-04)

e. The eligible candidate's conduct renders him or her unsuitable for the position or classification for which he or she applied. (3-16-04)

f. Written rejection of the eligible candidate for good cause by an appointing authority as approved by the administrator or ~~delegate~~. ~~(3-30-01)~~()

g. Conviction of an eligible candidate of any felony. (3-30-01)

h. False statements of material facts given in the eligible candidate's application for employment or any subsequent examinations or interviews. (3-30-01)

i. Dismissal of an eligible candidate from state service. (3-30-01)

j. Paying, promising to pay, or giving any money, thing, service or consideration to any person, directly or indirectly, for any service or influence given, used, or promised towards securing appointment. (3-16-04)

k. Directly or indirectly obtaining information regarding examinations to which, as an applicant, he or she is not entitled. (3-16-04)

l. Refusing an interview or refusing to accept a position under the conditions set forth in the recruitment announcement. (3-16-04)

m. Having been certified for a probationary appointment for three (3) separate positions in the same classification in the same department and not been accepted for employment for good cause. (3-16-04)

n. Declining three (3) separate offers of employment or reemployment without good cause. (3-16-04)

02. **Limitations and Duration of Removal.** The administrator or delegate shall determine if the candidate will be removed from all registers, registers for a particular classification, or registers for specified agencies. All removals will be for one (1) year unless otherwise authorized by the administrator or delegate. (3-16-04)()

~~105. TEMPORARY UNAVAILABILITY NOT REASON FOR REMOVAL.~~

~~Temporary unavailability of an eligible applicant, not to exceed fifteen (15) calendar days, in order that the employee may give his or her employer advance notice of separation is not proper cause for his or her removal from the register.~~ (3-30-01)

1065. **RESTORATION OF NAMES TO ELIGIBILITY REGISTERS.**
Upon receiving appropriate evidence, the administrator or delegate shall restore the name of an eligible candidate to any eligibility register from which it has been removed for causes enumerated in Rule 104. (3-30-01)()

1076. **REVISION OF CLASSIFICATION SPECIFICATIONS.**
Whenever a classification specification is revised, the names of persons on the existing eligibility register who meet the minimum qualifications for the revised classification shall be placed in score order on the eligibility register for the revised classification. (3-16-04)

107. -- 108. (RESERVED).

109. **CERTIFICATION AND SELECTION.**
Whenever a vacancy in a classified position is to be filled by a competitive recruitment process, the appointing authority shall make selection from a hiring list created from eligibility registers certified by the Division of Human Resources' staff or delegate. Non-promotional internal or external transfers or reinstatements do not require certified registers certified by the Division of Human Resources. (3-16-04)()

110. **NUMBER OF NAMES ON REGISTER**
The Division of Human Resources' staff or delegate shall certify a hiring list from the eligibility register, in the order of their scores, a sufficient number of names so that the appointing authority shall be able to select for appointment from among ten (10) eligible candidates successively for each position to be filled. If an appointment is to be made to one (1) position only, the top ten (10) available eligible candidates shall be certified. If appointments are to be made to more than one (1) position, one (1) additional name shall be added for each vacancy so that the appointing authority shall have ten (10) names to consider for each vacancy. The names of all eligible candidates with scores identical to the tenth ranking eligible candidate on the register shall be provided to appointing authorities for selection purposes. (3-16-04)()

(BREAK IN CONTINUITY OF SECTIONS)

112. **SELECTIVE CERTIFICATION.**
The administrator or delegate may authorize selective certification from a register where specific qualifications for a position are justified by an appointing authority in addition to the minimum qualifications for the classification. (3-16-04)()

113. -- 118. (RESERVED).

119. **APPOINTMENTS, REINSTATEMENTS, TRANSFERS, AND RESIGNATIONS.**

~~01. Form. Appointing authorities shall notify the administrator of each appointment on the prescribed form.~~ (2-6-92)

021. Reemployment Preference Register. New appointments to a classification within a department are not permissible if there is a departmental reemployment preference register (Rule 101.01) for that classification with names of eligibles who are willing to accept employment. (3-16-04)

032. Credited State Service. Except as provided by Rules 040 and 250.02, no classified credited state service shall accrue to employees for any service under temporary, project exempt, or nonclassified appointments. (7-1-87)

~~04. Probationary Period Required. All appointments to positions in the state classified service whenever adequate eligibility registers exist for the classification shall be probationary appointments except as otherwise provided in Rules 040, and 150.~~ (3-16-04)

053. Provisional Appointment. (7-1-93)

a. A provisional appointment may be authorized in the absence of an adequate register. (Ref. Section 67-5309(k), Idaho Code) (3-16-04)()

b. In nominating a person for provisional appointment, the appointing authority shall transmit to the administrator an application for employment of the nominee. If the applicant meets the minimum qualifications established for the classification, the nominee may be provisionally appointed to fill an existing vacancy in a position for no longer than thirty (30) calendar days after establishment of an adequate register. Successive provisional appointments of the same individual or successive provisional appointments to the same position shall not be permitted unless specifically authorized by the administrator. (3-16-04)

c. Provisional incumbents shall be given opportunity to take the examination for the classification of position. Any provisional employee who fails to pass such an examination within certifiable range or who has an opportunity to take such an examination and has not done so shall be separated no later than thirty (30) calendar days after the establishment of an adequate register of eligibles. (3-16-04)

120. LIMITED SERVICE APPOINTMENTS.

01. Designation. Classified positions expected to be of limited duration due to funding or nature of the position or project must be identified and designated in advance of announcement. (3-16-04)

02. Permanent Status and Expedited Layoff. Employees appointed under limited-service appointments have permanent classified status after successful completion of probation. These employees have the same rights and responsibilities as other permanent employees but may be subject to expedited layoff pursuant to Rule 140.03.c. (3-16-04)

~~03. Limited Service Agreement. Appointing authorities making limited-service appointments shall prepare, no later than the date of appointment, a written agreement for signature of both the employee and appointing authority describing the non-career nature of the appointment, potential for layoff, and the duration the employee may expect to work. Renewals and/or updated agreements are required every two (2) years. A copy of the agreement shall be submitted to the administrator.~~ (3-16-04)

(BREAK IN CONTINUITY OF SECTIONS)

124. REINSTATEMENTS.

01. Eligibility. As determined by the administrator or delegate, a current or former employee shall be eligible for reinstatement to a classification in which he or she held permanent status, or if deleted its successor, or to

another classification of equal or lower pay grade under the following conditions (salary treatment is covered by Rule 072.05). (3-16-04)(____)

a. Reinstatement is limited to a period equal to the length of the employee's probationary and permanent employment combined. (3-30-01)

b. The current or former employee must have separated from the classification for which reinstatement is desired without prejudice. A former employee must also have separated from state classified service without prejudice. (3-16-04)

c. The current or former employee must meet the current minimum qualifications of the classification to which reinstatement is desired. (3-16-04)

02. Reinstatement Prohibited. Reinstatement of a current or former employee is not permissible as long as there is a departmental register (Rule 101.01) for that classification with names of eligibles who have reemployment preference status. (3-16-04)

03. Examination. The administrator or delegate may require a current or former employee to pass an examination for the classification to which reinstatement is desired. (3-16-04)(____)

04. Probationary Period. An appointing authority may negotiate for a probationary period as a condition of reinstatement except where prohibited. (Ref. Rules 124.05 and 145.01). (3-16-04)

05. Return from Military Duty. An employee returning from military leave without pay (Rule 250.05) who is relieved or discharged from military duty under conditions other than dishonorable shall be, upon application, reinstated in his or her former position, or one of comparable classification, without loss of credited state service, status, or pay as prescribed by Sections 46-216, ~~65-508~~, 65-511 and 65-512, Idaho Code, and USERRA or the Military Selective Service Act, Title 38, Chapter 43, U.S. Code. Application for reemployment must be made ~~within ninety (90) calendar days after separation from military duty or from hospitalization continuing after discharge up to one (1) year in accordance with the provisions of USERRA.~~ Salary treatment is covered by Rule 072.08. (3-30-01)(____)

125. TRANSFERS.

01. Authority to Transfer. An appointing authority may transfer an employee at any time from one position to another in the same classification. (3-16-04)

02. Transfer Within Pay Grade. An appointing authority may transfer an employee from a classification in which he or she holds permanent status to another classification allocated to the same pay grade for which the employee meets the minimum qualifications. (3-16-04)

~~**03. Probationary Period.** An appointing authority may negotiate with an employee for a probationary period as a condition for a voluntary transfer. Voluntary probation is not allowed for intradepartmental transfers. (Ref. Rule 150) (3-16-04)~~

~~**04. Limitation.** Transfers shall not be used to abridge an employee's rights in reduction in force prescribed by Rules 140 through 147. (7-1-87)~~

~~**05. Transfer Between Departments.** An employee shall be eligible for transfer between departments in the same classification in which he or she holds permanent status or to another classification in the same or lower pay grade for which the employee meets the minimum qualifications. Accrued vacation and sick leave shall be transferred in accordance with Rules 230.04 and 240.02. Salary treatment is covered by Rule 072.04. (3-16-04)~~

~~**06. Restriction.** Transfer of an employee between departments is not permissible as long as there is a departmental register with reemployment preference status (Rule 101.01) for the classification in the department to which transfer is desired with names of eligibles who are willing to accept reemployment. (3-16-04)~~

~~07. Examination. The administrator may require an employee transferring between classifications to pass an examination for the classification to which transfer is desired.~~ (3-16-04)

083. Involuntary Transfer. Notice and an opportunity to be heard must be given to any employee subject to an involuntary transfer. (Ref. Rules 010.39 and 200.01.a.) (3-16-04)

(BREAK IN CONTINUITY OF SECTIONS)

129. ACTING APPOINTMENT TO A POSITION.

01. Conditions for Acting Appointment. At the discretion of an appointing authority, a classified employee with permanent status may be appointed to a position in a classification of higher pay grade within his or her own department in an acting capacity whenever: (3-16-04)

a. The incumbent of the position in the higher classification is on authorized leave of absence; or (3-16-04)

b. A vacancy exists and there is no departmental register with reemployment preference status (Rule 101.01) with names of eligibles who are willing to accept reemployment, nor adequate departmental register for the classification. (3-16-04)

~~02. Minimum Qualifications. To be eligible for an acting appointment, an employee must meet the minimum qualifications of the class.~~ (4-5-85)

~~03. Notification. Appointing authorities shall notify the administrator of each acting appointment no later than the effective date of the appointment unless an exception is specifically authorized by the administrator.~~ (3-16-04)

042. Effective Date. The effective date of each acting appointment may be retroactive to the beginning of the pay period during which approval is granted. (3-16-04)

130. LIMITATION ON LENGTH OF APPOINTMENT.

Acting appointments shall be limited to the period of time necessary to fill the vacancy ~~pursuant to procedures prescribed in these rules~~ but ~~in no case~~ shall not continue beyond one thousand forty (1,040) hours of credited state service unless specifically extended by the administrator. (3-16-04)(____)

~~**131. SALARY:**~~

~~For any credited state service which an employee serves in a classification in an acting capacity, he or she shall receive the salary for the classification as though he or she had actually been promoted.~~ (3-16-04)

1321. EXPIRATION OF APPOINTMENT.

~~**01. Return of Incumbent.** When the incumbent of the classification returns from leave of absence, or the vacant position is filled, the acting appointment shall expire.~~ The acting appointee shall be returned to the class, the pay grade and rate held immediately preceding the acting appointment. (3-16-04)(____)

~~**02. Failure of Incumbent to Return.** Should the employee on leave of absence separate from state service, the employee serving in the acting appointment may continue to serve in that capacity until the vacancy has been filled but in no case exceed the time limits prescribed in Rule 130.~~ (3-16-04)

1332. -- 139. (RESERVED).

(BREAK IN CONTINUITY OF SECTIONS)

141. CALCULATION OF RETENTION POINTS.

There shall be an evaluation of all employees in the classification in the department or organizational unit affected by the reduction in force based on a retention point system. Retention points are derived from experience as described in performance evaluations and classified credited state service. Qualified ~~war~~ veterans are given preference through additional retention points. (Ref. Rule 141.05), The appointing authority will determine a process for the impartial assessment of evaluations to assign points as follows:

Overall Performance Level Documented As:	Retention Points Earned Per Hour of Credited State Service
Superior Exemplary or equivalent	.100
Very Good Solid Sustained or equivalent	.075
Satisfactory Achieves Performance Standards or equivalent	.050
Needs Improvement Does Not Achieve Performance Standards or equivalent	.0
Unsatisfactory	.0

(3-16-04)()

01. No Performance Evaluation on File for a Twelve-Month Period. All credited state service for which there is no performance evaluation shall receive seventy-five thousandths (.075) points per hour. A supervisor's failure to document performance in a timely manner cannot be used to disadvantage an employee during retention point calculation. (3-16-04)

a. Grace period. Supervisors have ninety (90) days after each two thousand eighty (2,080) hours an employee works to complete the performance evaluation documentation. During that ninety (90) day time frame, the evaluation may be written to cover the two thousand eighty (2,080) hours or extended to also cover the time frame up to the date of the evaluation. (3-16-04)

b. Changes in prior periods not allowed. Once an evaluation has been signed by the supervisor, employee, manager, and other applicable reviewers, the document may not be changed, unless the change is a result of a problem solving dispute resolution. (3-16-04)

02. Calculation of Retention Points Since Last Evaluation. The most recent performance evaluation should be used to pro-rate retention points when calculating credited state service since that evaluation, unless that evaluation occurred more than two thousand eighty (2,080) hours from the date of calculation. In such cases, points shall be calculated in conformance with Rule 141.01. (3-16-04)

03. Qualified ~~War~~ Veterans (~~War-Era~~) Preference. ~~War~~ Veterans (~~War-Era~~) as defined in Chapter 5, Title 65, Idaho Code, shall receive preference by the addition of retention points equivalent to three (3) years of ~~satisfactory~~ service at a level that achieves performance standards. (Ref. Section 65-501, Idaho Code) (3-16-04)()

04. Calculation Date Cutoff. No points shall be calculated for the sixty (60) days prior to the effective date of the layoff. (3-16-04)

05. Audit of Retention Points. Each employee shall be entitled to an audit of retention points by an independent auditor designated by the administrator in cases of dispute between the appointing authority and the employee. The request for audit must be filed with the appointing authority within five (5) calendar days of the employee's receipt of layoff notification. The decision of the independent auditor shall be binding on both parties unless an appeal is filed within thirty-five (35) calendar days from the date of the auditor's notification to the affected

(7-1-87)

parties.

(BREAK IN CONTINUITY OF SECTIONS)

145. USE OF REGISTERS WITH REEMPLOYMENT PREFERENCE.

(3-16-04)

01. Priority for Reemployment by Agency That Conducted the Layoff.

a. The employee who has been laid off, or ~~officially notified~~ given official written notice of a pending layoff date (Ref. Rule 143.05) shall be offered reemployment to a position in the classification from which laid off or layoff is pending, before any person outside that agency may be promoted to, transferred to, reinstated or appointed to that classification by an appointing authority of that department or agency. Appointing authorities may reassign or transfer individuals who are in the same classification within their department but may not demote, promote, reclassify, or make acting appointments to that classification. If that department determines a need to fill that classification, the employee scheduled for lay off or who was laid off has first priority for that position. (Ref. Rule 125.04 and 125.08) Extenuating circumstances due to short term budget, workload, location, or other complexities may be used by the appointing authority to request a temporary waiver of this rule by the administrator. (3-16-04)()

b. When attempting to fill vacancies for a classification where a lay off occurred, the department or agency shall provide an opportunity to interview and shall make their hiring selection from the individuals their agency laid off from the classification, including those separated from state service under Rule 150.02 and those that took a voluntary demotion in lieu of layoff. (3-16-04)

c. Individuals being returned to the classification from which they were laid off will be reinstated with the same salary, permanent status and their sick leave balance restored. If the pay minimum has increased, see Rule 072.04. (3-16-04)

02. Consideration for Hire by Other Agencies. For promotional opportunities, internal agency candidates are normally considered before outside recruitment occurs, including other agencies' laid off candidates. However, individuals who have been laid off must be offered the opportunity to interview before other agencies consider candidates from statewide promotional or open-competitive recruitments. (3-16-04)

03. Employment by Other Agency. Individuals may be reappointed or reinstated if eligible. The salary of an employee re-hired after a layoff is negotiable between the employee and new appointing authority in the current pay grade for the classification in which the employee is appointed. (3-16-04)

04. Return to Register. If an individual finds another agency's position unsatisfactory or does not satisfactorily complete a voluntary probation period, he or she may be placed back on a register for the remainder of their twelve (12) month time frame. Individuals appointed to a position, other than the classification from which laid off, will remain on preference register status for the remainder of the twelve (12) month period if otherwise eligible. (3-16-04)

(BREAK IN CONTINUITY OF SECTIONS)

150. PROBATIONARY PERIODS.

01. Probationary Period Required. Except as provided in Rule 040, every appointment and promotion to a classified position shall be probationary, or in the absence of adequate registers, provisional. (7-1-87)

02. Types of Probationary Periods. The probationary period serves as a working test period to provide the department an opportunity to evaluate a probationary employee's work performance and suitability for the position. There are three (3) types of probationary periods: (3-30-01)

a. Entrance probation is the probationary service required of an employee at the time of his or her original appointment or any subsequent appointment to state classified service excluding reinstatement and transfer, the duration of which shall be one thousand forty (1,040) hours of credited state service except for peace officers (defined in Section 19-5101, Idaho Code), who shall serve two thousand eighty (2,080) hours. (3-30-01)

b. Promotional probation is the probationary service required when an employee is promoted, the duration of which shall be one thousand forty (1,040) hours of credited state service except for peace officers (defined in Section 19-5101, Idaho Code), who shall serve two thousand eighty (2,080) hours. (3-30-01)

c. Voluntary probation is ~~the probationary period negotiated an agreement~~ between the employees seeking and the hiring authority for inter-agency employment actions such as reinstatement, transfer, and/or voluntary demotion, ~~and/or reinstatement and the hiring authority~~. A voluntary probation is not to be used for employment actions within the agency. The probationary period is negotiable but may not exceed one thousand forty (1,040) hours of credited state service except for peace officers (defined in Section 19-5101, Idaho Code), who may serve up to two thousand eighty (2,080) hours. ~~Voluntary probation agreements must be approved by the administrator and kept on file with the Division for the duration of the probationary period.~~ (3-16-04)()

03. **Extension of Probationary Period.** ~~Upon petition by a~~ An appointing authority that demonstrates good cause, the administrator may extend the probationary period of an employee for an additional specified period not to exceed one thousand forty (1,040) hours of credited state service. Petitions must be received by the administrator before an employee has worked one thousand forty (1,040) hours or two thousand eighty (2,080) hours for peace officers. (Ref. Section 67-5309(j), Idaho Code) (3-16-04)()

04. **Interruption of Probationary Period.** The probationary period in any classification must be completed within a single department uninterrupted by resignation, termination (Ref. Rule 152.02) or dismissal (Ref. Rule 190). An employee who separated during the probationary period must begin a new probationary period upon reappointment or promotion. (3-16-04)

05. **Acting and Temporary Service Credit.** Temporary and acting appointment service time in a given classification may be used toward fulfilling the entrance probationary requirements in that classification as established in Section 67-5309(j), Idaho Code. The temporary or acting appointment duties must be substantially the same as the regular permanent appointment. (Ref. Section 67-5309(x), Idaho Code and Rules 122, 129, 150.01(a)). ()

151. SATISFACTORY SERVICE.

When a probationary employee has satisfactorily served the probationary period, the appointing authority shall no later than thirty (30) calendar days after the expiration of the probationary period provide the employee and the Division of Human Resources a performance evaluation indicating satisfactory performance and shall certify the employee to permanent status. ~~Such~~ Certification to permanent status shall be effective one thousand forty (1,040) hours of credited state service after appointment, except that it shall be effective two thousand eighty (2080) hours of credited state service after appointment for peace officer classifications unless either period has been extended pursuant to Rule 150.03. (Ref. Section 67-5309(j), Idaho Code, and Rule 210.04) (3-30-01)()

152. SEPARATION DURING PROBATION.

01. ~~Notification.~~ If a probationary employee does not serve satisfactorily, the appointing authority shall no later than thirty (30) calendar days after the expiration of the probationary period provide the employee and the Division of Human Resources a performance evaluation ~~indicating unsatisfactory performance.~~ (Ref. ~~Section 67-5309(j), Idaho Code and Rule 210.04)~~ (3-16-04)

02. ~~During Entrance and Voluntary Probation.~~

~~a.~~ An employee who does not serve satisfactorily during the entrance or voluntary probation shall first be given the opportunity in writing to resign without prejudice; an employee who fails to resign may be terminated without cause assigned and without the right to file for problem-solving or an appeal. (Ref. Section 67-5309(j), Idaho Code and Rule 210.04) (3-16-04)()

~~b.~~ Notice to the employee of termination for unsatisfactory service shall be made not later than fifteen (15) calendar days prior to the effective date of termination, unless there are extenuating circumstances. (7-1-87)

(BREAK IN CONTINUITY OF SECTIONS)3

154. FAILURE TO PROVIDE PERFORMANCE EVALUATION.
If the appointing authority fails to provide a performance evaluation as required in Rule 151, the employee shall be considered to have satisfactorily completed the probationary period and shall be certified to permanent status as provided by Rule 151, unless the probationary period has been extended by the administrator or delegate. (Ref. Rule 150.03) (3-16-04)()

~~155. -- 158. (RESERVED).~~

~~159. STATUS AND TENURE.~~

~~01. Probationary Promotions. Employees serving a promotional probationary period shall have continued permanent status in the classification from which promoted until they are certified as having satisfactorily completed the promotional probationary period in the classification to which promoted. (Ref. Rules 151, 152.03, and 153) (3-16-04)~~

~~02. Tenure of Employment. All employment in the state classified service shall be without definite term except where the term may be specified by law, or under conditions of a limited service appointment. (Ref. Rule 120) (3-16-04)~~

~~160~~155. -- 168. (RESERVED).

169. PROMOTIONS.

01. Use of Promotional Registers.

a. Preference for Promotion. Whenever practical, a vacancy in a classified position shall be filled by the promotion of an employee in the department in which the vacancy occurs. (Ref. Section 67-5309(g), Idaho Code) (7-1-93) (3-30-01)

b. Exception. An appointing authority may request that a position be filled from a statewide promotional register (Rule 101.03) or an open-competitive register (Rule 101.04) whenever he or she determines that such an appointment will best serve the interests of the department. (3-16-04)

c. Departmental Registers with Reemployment Preference Status. Promotions to a classification are not permissible as long as there is a departmental register with reemployment preference status (Rule 101.01) for the classification with names of eligible candidates who are willing to accept reemployment. (3-16-04)

02. Interdepartmental Promotions. All interdepartmental promotions shall be made using statewide promotional registers (Rule 101.03) (7-1-87)

03. Eligibility for Promotion. Promotional appointees must have permanent status (ref. Rule 159) and must meet the minimum qualifications of the promotional classification. (3-16-04)

~~170. -- 178~~170. (RESERVED).

~~179. DEMOTIONS.~~

~~Demotions authorized under these rules apply to both probationary and permanent status employees who meet the minimum qualifications of the classification to which demoted. (3-16-04)~~

(BREAK IN CONTINUITY OF SECTIONS)

~~182. DISCIPLINARY DEMOTION.~~

~~An appointing authority may make a disciplinary demotion for causes enumerated in Rule 190 which are not sufficiently severe to warrant dismissal.~~ (7-1-87)

~~1832.~~ -- 189. (RESERVED).

(BREAK IN CONTINUITY OF SECTIONS)

190. DISCIPLINARY ACTIONS.

01. Cause for Disciplinary Actions or Separation from State Service. Dismissal, suspension, demotion, or reduction in pay, may occur for any of the following causes during the employee's employment: (3-16-04)

a. Failure to perform the duties and carry out the obligations imposed by the state constitution, state statutes, or rules of the department or the Division of Human Resources and Idaho Personnel Commission. (3-16-04)

b. Inefficiency, incompetency, or negligence in performing duties or job performance that fails to meet established performance standards. (4-5-85)()

c. Physical or mental incapability for performing assigned duties, if a reasonable accommodation cannot be made for the disabling condition. (Ref. Rule 010.56) (3-16-04)

d. Refusal to accept a reasonable and proper assignment from an authorized supervisor. (4-5-85)

e. Insubordination or conduct unbecoming a state employee or conduct detrimental to good order and discipline in the department. (4-5-85)

f. Intoxication on duty. (4-5-85)

g. Careless, negligent, or improper use or unlawful conversion of state property, equipment, or funds. (4-5-85)

h. Use of any influence which violates the principles of the merit system in an attempt to secure a promotion or privileges for individual advantage. (4-5-85)

i. Conviction of official misconduct in office, or conviction of any felony, or conviction of any other crime involving moral turpitude. (4-5-85)

j. Acceptance of gifts in exchange for influence or favors given in ~~an~~ the employee's official capacity. (4-5-85)()

k. Habitual pattern of failure to report for duty at the assigned time and place. (4-5-85)

l. Habitual improper use of sick leave. (4-5-85)

m. Unauthorized disclosure of confidential information from official records. (4-5-85)

n. Absence without leave. (4-5-85)

o. Misstatement or deception in application for employment. (4-5-85)

p. Failure to obtain or maintain a current license or certificate lawfully required as a condition in

performance of duties. (4-5-85)

q. Prohibited participation in political activities. (Ref. Section 67-5311, Idaho Code) (4-5-85)

02. Suspension for Investigation. An appointing authority may suspend with pay an employee for investigation of disciplinary causes enumerated above. Each suspension for investigation shall be superseded by reinstatement to duty, dismissal or disciplinary suspension within thirty (30) calendar days of the suspension for investigation or within an extension of an additional thirty (30) calendar days approved by the administrator. Further extensions may be granted with the approval of the Administrator. (3-30-01)

03. Disciplinary Suspension. An appointing authority may suspend without pay an employee for discipline for causes enumerated above. Disciplinary suspension of an employee with permanent status shall be subject to appeal by the employee to the Commission. (3-16-04)

04. Suspension on Felony Charges. An appointing authority may suspend without pay an employee upon the issuance of a complaint, an information or indictment for felony charges. Such suspensions may remain in effect during the time such charges are pending. Full reinstatement of all benefits and salary that the employee would have otherwise been entitled shall be provided by the appointing authority to the employee upon a subsequent finding that charges or information were without grounds or the employee was not found guilty. For the purpose of this rule, a judgment withheld under Rule 33(d) of the Idaho Rules of Criminal Procedure is a conviction. (7-1-87)

05. Notice to Administrator. Whenever an appointing authority considers it necessary to take disciplinary action against an employee, he or she shall notify the employee and the administrator concurrently in writing; and shall set forth the specific rule(s) violated and the reasons for the action. Suspensions with pay for investigation (Ref. Rule 190.02) may be made without prior notice to the employee; in this case, the appointing authority shall notify the administrator as soon as practical. (7-1-87)

(BREAK IN CONTINUITY OF SECTIONS)

~~**203. REFERRALS FROM FEDERAL AGENCIES ON DISCRIMINATION COMPLAINTS.**~~

~~When the Division of Human Resources receives a complaint from a federal agency alleging violation of employment laws, the administrator shall take prompt action to investigate. If the complaint is department specific, the appointing authority will take necessary actions to ensure the investigation is thorough, staff are fully cooperative, and submit findings and any corrective action plan to the administrator and other proper authorities.~~ (3-16-04)

~~**204.**~~ -- **209. (RESERVED).**

210. PERFORMANCE EVALUATIONS.

01. Performance Evaluations. Each department shall adopt and maintain a system of employee performance evaluations provided it meets the basic objectives of the state's performance evaluation system as approved by the administrator. (3-30-01)

02. Approval of Form. The Division of Human Resources' staff shall make available a standard format for this purpose. An appointing authority may utilize another form provided it meets the basic performance criteria and ratings and is approved by the administrator. (3-16-04)

~~**03. Purpose.** The purpose of performance evaluation is to provide an objective evaluation by the immediate supervisor of an employee's performance in comparison with established expectations for the position; and to identify an employee's strengths and weaknesses and where improvement is necessary. All performance evaluations shall be discussed with affected employee who shall be allowed opportunity to submit written comments regarding the evaluation contents.~~ (3-16-04)

~~**04.**~~ **Use of Evaluations.** Performance evaluations should be used in connection with promotions, transfers, demotions, retentions, separations, and reassignments (Ref. Section 67-5309(h), Idaho Code); and used as

the affirmative certification for merit increases and bonuses (Ref. Section 67-5309C(b)B(d), Idaho Code); and for certifying a probationary employee to permanent status (Ref. Rule 151). ~~Other uses of performance evaluations are optional with the appointing authority.~~ (3-30-01)(____)

054. Evaluation Schedule. All classified employees shall be evaluated after one thousand forty (1,040) hours of credited state service from the date of initial appointment or promotion and after each two thousand eighty (2,080) hours of credited state service thereafter. (Ref. Section 67-5309C(b)(ii)(h)(j), Idaho Code.) Part time employees shall be evaluated on an annual basis. (3-30-01)(____)

065. Retention of Evaluation. A copy of the performance evaluation shall be retained in departmental records, and a copy shall be furnished to the employee. ~~The performance rating shall be transmitted to the administrator. Agency records and supporting documentation are subject to review by the Division of Human Resources.~~ All performance evaluation documents shall be copied and forwarded with the employee when an interagency promotion, demotion or transfer occurs. (3-16-04)(____)

~~**07. Supervisors' Requirements.** Supervisors are required to manage performance on a consistent basis including completion of performance evaluations on all employees under their direct supervision.~~ (3-16-04)

211. -- 219. (RESERVED).

220. RECORDS.

01. Employee Service Records. (7-1-93)

~~a.~~ For each employee in classified service, the Division of Human Resources' staff or delegate shall maintain a service record which shall include all personnel transactions pertinent to the employee's employment history. (Ref. Section 67-5309(o), Idaho Code) (3-16-04)(____)

~~b.~~ Service records or a facsimile thereof for classified employees shall be maintained permanently by the administrator. (3-30-01)

~~c.~~ Any employee may at all reasonable times during business hours review his or her service record maintained in the Division of Human Resources or maintained in any department. Except for material used to screen and test for employment, all information maintained in an employee's service record shall be made available to the employee or designated representative upon request. File contents may be corrected if found in error according to the procedure contained in Section 9-342, Idaho Code. (3-30-01)

02. Administrative Records. The administrator shall permanently maintain a record of the proceedings of the Commission and a record of all hearings of appeals. (3-16-04)

~~**03. Employee Personnel Action Documents.** The appointing authority shall furnish each employee with notice of every personnel action affecting the employee's status, pay, tenure, or other terms and conditions of employment, including a copy of their performance evaluations.~~ (3-30-01)

043. Transfers, Reemployment and Promotions Between Departments. When an employee seeks a transfer, reemployment, or promotion between departments or agencies, the appointing authority of the hiring department or agency, or designee, shall be entitled to examine the employee's service record and current agencies performance information before the hiring decision is made. (Ref. Section 67-5309(o), Idaho Code) (3-16-04)

221. -- 229. (RESERVED).

230. VACATION LEAVE.

~~**01. Eligibility.** All classified employees regardless of status or whether full-time or part-time shall earn vacation leave and be eligible to take and be paid for unused vacation leave in accordance with Sections 67-5334, 67-5335, and 67-5337, Idaho Code.~~ (7-1-87)

~~02. **Rate of Accrual.** All credited state service (ref. Sections 67-5332 and 59-1604, Idaho Code, for definitions) shall be counted in determining leave accrual rate. (4-5-85)~~

031. Mutual Agreement. Vacation leave requested by the employee may be used only when approved by the department. The employee and the department shall mutually agree upon such time or times when vacation leave will least interfere with the efficient operation of the department taking into consideration the preference of the employee. (7-1-87)

042. Interdepartmental Transfer. An employee who is transferred from one (1) state department to another department shall be credited with accrued vacation leave by the receiving department at the time of transfer. (3-30-01)

231. -- 239. (RESERVED).

240. SICK LEAVE.

~~01. **Eligibility.** Sick leave shall be earned in accordance with Section 67-5333, Idaho Code. Sick leave shall only be taken in pay periods subsequent to being earned. (3-30-01)~~

021. Interdepartmental Transfer. An employee who is transferred from one (1) state department to another shall be credited by the receiving department with the amount of sick leave accrued at the time of transfer. (3-30-01)

032. Reasons for Use. Sick leave shall only be used in cases of actual illness or disability or other medical and health reasons necessitating the employee's absence from work, or in situations where the employee's personal attendance is required or desired because of serious illness, disability, or death and funeral in the family. For purposes of this rule, family means a spouse, child, foster child, parent, brother, sister, grandparent, grandchild, legal guardian, or the same relation by marriage. (3-16-04)()

~~04. **Medical, Dental, or Optical Appointments Leave (MDA).** Employees are allowed up to two (2) hours for each occasional appointment without charge to sick leave for personal or family member medical, dental or optical examination or treatment. Occasional appointments are those which are traditionally considered to be preventative, wellness related, or diagnostic. Ongoing treatment for physical or mental illness is not covered by MDA. Use of this benefit may be limited by the appointing authority on a case by case basis where frequency of use is impeding organizational effectiveness or misuse is suspected. If more than two (2) hours are needed for appointments additional time may be charged to sick leave. (Ref. Rule 250.13) (3-16-04)~~

~~05. **Serious Medical Conditions.** Sick leave may be used in conjunction with Family and Medical Leave. (Ref. Rule 242) (3-30-01)~~

~~06. **Notification.** It is the responsibility of the employee to notify his or her supervisor as soon as possible in the event of sickness or injury which prevents the employee from reporting for duty. (4-5-85)~~

073. Donated Leave. Vacation leave may be transferred to another employee for the purposes of sick leave in accordance with Section 67-5335(7)4, Idaho Code. Such transfers are to be made from employee to employee. Vacation leave is retained by the donating party until it is converted to sick leave in the receiving employee's account. (3-16-04)()

084. Sick Leave Abuse. A predictable and reliable level of attendance is an essential function of almost all positions. Consistent with the provisions of the Americans with Disabilities Act and the Family Medical Leave Act, a supervisor may investigate suspected sick leave abuse including a pattern of unscheduled absences which have a negative impact on the requirements of the job and take appropriate action. When an employee is absent due to illness or injury in excess of three (3) days, a doctor's certificate of justifiable cause for the absence may be required of the employee at the discretion of the immediate supervisor. A doctor's certification of illness or injury may be required of an employee for periods of less than three (3) consecutive working days whenever the immediate supervisor or manager believes special investigation of the absence should be made. (Ref. Rule 190 and Section 67-5333, Idaho Code) (3-16-04)

241. WORKERS COMPENSATION AND DISABILITY.

01. Use of Leave in a Workers Compensation Claim. In the event of a disability incurred on the job covered by workers compensation, the employee shall be given the choice of either: 1) leave of absence without pay while receiving workers compensation; or 2) utilizing a portion of accrued sick leave to supplement workers compensation to maintain his or her regular salary. No appointing authority may require an employee to accept sick leave, vacation leave, or compensatory time off for overtime in lieu of workers compensation provided by law. Additionally, an employee may not waive his or her rights to workers compensation and cannot accept earned leave (4-5-85) or other benefits in lieu thereof.

02. Layoff After Six Months' Disability. If the employee becomes disabled, whether or not due to a workers compensation injury, and is unable to return to work after ~~six (6) months'~~ twelve (12) weeks' absence or when accrued sick leave has been exhausted, whichever is longer, the employee's position shall be declared vacant unless prohibited by state or federal law or extended by the administrator. (Ref. Rule 101.01) The period of absence is not interrupted by the employee's full return to work for less than two (2) consecutive work weeks. Return to work as part of a rehabilitation program does not interrupt the calculation of the period of absence. (3-30-01)()

a. If an employee is not FMLA eligible, the employee may only take twelve (12) weeks' absence for disability every twelve (12) months. The employee's name shall be certified to a reemployment preference register when the administrator has been notified by the physician that the employee is able to return to work. (3-16-04)()

b. Conditional releases will be considered in accordance with the Americans with Disabilities Act. (3-16-04)

~~242. FAMILY AND MEDICAL LEAVE.~~

~~**01. Applicability.** The provisions of the federal Family and Medical Leave Act (FMLA) shall apply without regard to the exclusion for worksites employing less than fifty (50) employees in a seventy-five (75) mile area; and without the limitation on reinstatement of the highest paid employees. (Ref. 29 U.S.C. 2601 et seq.). The State is one (1) employer for the purposes of FMLA. For consistency, the administrator shall publish statewide guidance on FMLA policies. (3-16-04)~~

~~**02. Return to Work Release.** An appointing authority may request a return to work release if, due to the nature of the health condition and the job: (3-30-01)~~

~~a. Light or limited duty work or other accommodation is requested; or (3-16-04)~~

~~b. The agency, having a reasonable basis in fact to do so, requires assurance that returning to work would not create a significant risk of substantial harm to the employee or others. (7-1-94)~~

~~243. MATERNITY AND PATERNITY LEAVE.~~

~~**01. Use of Sick Leave.** Pregnancy, child birth or related medical conditions generally are considered temporary disabilities and shall be treated as such for sick leave purposes. Maternity and paternity leave shall be granted under the same conditions and requirements as other compensable and non-compensable leave under these rules, including the Family and Medical Leave Act. (3-16-04)~~

~~**02. Determination of Disability Period.** The employee's physician shall be considered the primary authority in determining the disability period insofar as compensable sick leave is concerned. (3-16-04)~~

~~**03. Additional Time Off.** Maternity and paternity leave preceding and following the time that the person is disabled shall be leave without pay unless the employee elects to use accrued vacation leave, earned administrative leave or compensatory time off for overtime. (3-16-04)~~

~~**04. Discrimination Prohibited.** Pregnancy discrimination is prohibited. The employee may continue to~~

~~work as long as she is physically capable of performing the duties of her position and may return to work as soon as she is physically able as determined by her physician.~~ (3-30-01)

~~05. Adoption and Foster Care. Leave will be granted for adoption and foster care as set forth in the Family and Medical Leave Act. (Ref. Rule 242)~~ (3-30-01)

2442. SEPARATION UPON FAILURE TO RETURN TO WORK.

Except for those employees on authorized leave or placed on a register with reemployment preference prescribed by Rule 241.02.a., an employee who has not returned to work within five (5) working days after approved paid or unpaid leave or release by his or her physician shall be considered as having voluntarily separated. Such separation shall be treated as a voluntary resignation, and the employee shall remain eligible for reinstatement as provided under Rule 124. Written notification of his or her separation/resignation shall be mailed to the last known home address. Any objections by the employee to the notice, must be received within five (5) working days of receipt of the notice, or acceptance of the separation/resignation will be presumed. If objections are received within the timeline, a disciplinary separation (dismissal) or other formal disciplinary action may be pursued as provided in Rule 190. (3-16-04)

2453. -- 249. (RESERVED).

250. SPECIAL LEAVES.

01. Leave of Absence Without Pay. (7-1-93)

a. Approval. In addition to workers' compensation, family medical leave, disability, or other statewide leave policies, the appointing authority may grant an employee leave without pay for a specified length of time when such leave would not have an adverse effect upon the department. The request for leave must be in writing and must establish reasonable justification for approval. (3-16-04)

~~**b.** Reemployment. The appointing authority approving the leave of absence assumes full responsibility for returning the employee to the same position or to another position in a classification allocated to the same pay grade for which the employee meets minimum qualifications.~~ (7-1-87)

~~**eb.** Exhaustion of Accrued Leave. Unless prohibited by workers compensation, family medical leave, disability, or other statewide leave policies, the appointing authority has discretion on whether the employee is required to exhaust accrued vacation leave, earned administrative leave or compensatory time off for overtime before commencing leave without pay. (Ref. Rule 240)~~ (3-16-04)

~~**d.** Resignation. If vacation leave, earned administrative leave and compensatory time off for overtime are not exhausted and the employee resigns from state service while on leave, he or she shall be paid for such accruals in accordance with Sections 67-5337 and 67-5329(3), Idaho Code.~~ (7-1-87)

02. Leave of Absence to Assume a Nonclassified Position. (7-1-93)

a. Approval. An appointing authority may approve a leave of absence from classified service to a classified employee to assume a nonclassified position. Such leave of absence shall not extend beyond the time the employee would be eligible for reinstatement to classified service or ninety (90) days past the service of the appointing authority, whichever comes first. (Ref. Rule 124.01.a.) (3-16-04)

~~**b.** Credited State Service. An employee on leave of absence to assume a nonclassified position continues to accrue credited state service.~~ (3-16-04)

b. Compensatory time will not accrue but can continue to be used if assuming an "executive" position. ()

~~**03. Leave Defaults. When an employee does not have accrued sick leave to cover an entire absence the following leave types shall be used to the extent necessary to avoid leave without pay: accrued compensatory time; earned administrative leave; vacation. If abuse of sick leave is suspected see Rule 240.08.**~~ (3-16-04)

043. Military Leave With Pay. Employees who are members of the national guard or reservists in the armed forces of the United States ~~who are directed by proper military authority to participate in ordered and authorized field training under the National Defense Act shall receive military leave with pay for a maximum fifteen (15) working days in any one (1) calendar year engaged in federal military duty ordered or authorized under the provisions of law, shall be entitled each calendar year to fifteen (15) days of military leave of absence from their respective duties without loss of pay, credited state service or evaluation of performance. Such leave is exclusive of separate from vacation, and sick leave, and holiday, or compensatory time off for overtime.~~ (Ref. Section 46-216, Idaho Code). ~~(4-5-85)(10-18-06)T~~

054. Military Leave Without Pay. ()

a. An employee whose employment is reasonably expected to continue indefinitely, and who leaves his or her position either voluntarily or involuntarily ~~in order to perform active military duty, has reemployment rights as defined in Rule 124.05. The employee shall either be separated from state service or placed in "inactive" status, at the option of the appointing authority.~~ (3-16-04)()

b. Health Insurance for National Guard or Reservist Deployment. All employees who are members of the national guard or reservists in the armed forces of the United States shall be entitled to their existing medical benefits for the first thirty (30) days of a deployment ordered or authorized under the provisions of the National Defense Act. Use of vacation, EAL or compensatory time leave shall not be required for an employee to receive this health insurance benefit. (Ref. Section 46-225, Idaho Code and USERRA). ()

065. Administrative Leave with Pay. At the discretion of the appointing authority, an employee may be granted administrative leave with pay when such leave is in the best interest of the department. (4-5-85)

07. Earned Administrative Leave. (7-1-93)

~~**a.** Authority for Use. In any week that an employee would be compensated an amount greater than forty (40) hours times the employee's regular rate of pay, an appointing authority may allow the employee to accumulate earned administrative leave to the extent necessary to reduce the cash compensation to forty (40) hours. An appointing authority may allow a part-time employee to accumulate earned administrative leave for the hours worked between the regularly scheduled hours and forty (40) hours. Earned administrative leave shall be calculated based on one hundred sixty (160) hours for police, correctional officers, and fire employees pursuant to Rule 073.02.~~ (3-30-01)

~~**b.** Ineligible Employees. Employees who are ineligible for cash compensation and compensatory time for overtime work are ineligible for earned administrative leave. (Ref. Section 67-5329(l), Idaho Code). (12-10-90)~~

~~**c.** Payment and Credited State Service. Earned administrative leave (EAL) balances shall be paid upon transfer or separation. Hours of EAL shall accrue credited state service when worked. (3-30-01)~~

086. Court and Jury Services and Problem-Solving and Due Process Leave. (7-1-98)

a. Connected with Official State Duty. When an employee is subpoenaed or required to appear as a witness in any judicial or administrative proceeding in any capacity connected with official state duty, he or she shall not be considered absent from duty. The employee shall not be entitled to receive compensation from the court. Expenses (mileage, lodging, meals, and miscellaneous expenses) incurred by the employee shall be reimbursed by his or her respective department in accordance with department travel regulations. (3-16-04)

b. Private Proceedings. When an employee is required to appear as a witness or a party in any proceeding not connected with official state duty, the employee shall be permitted to attend. The employee may use accrued leave or leave without pay. (3-30-01)

c. Jury Service. When an employee is summoned by proper judicial authority to serve on a jury, he or she shall be granted a leave of absence with pay for the time which otherwise the employee would have worked. The employee shall be entitled to keep fees and mileage reimbursement paid by the court in addition to salary. Expenses

in connection with this duty are not subject to reimbursement by the state.

(7-1-87)

~~d. Problem-solving and due process procedures. Any employee who has been requested to serve as a mediator as provided by a departmental problem-solving or due process procedure or to appear as a witness or representative during such a proceeding shall be granted leave with pay, without charge to vacation leave or compensatory time off for overtime, to perform those duties.~~ (7-1-87)

~~e. Notification. An employee summoned for court and jury service or requested to serve as a grievance panelist, witness, or representative shall notify his or her supervisor as soon as possible to obtain authorization for leave of absence.~~ (7-1-87)

~~09. Election Leave. When requested by an employee, an appointing authority shall grant leave with pay, without charge to vacation leave or compensatory time off for overtime, for voting in primary, general, municipal, school, or special elections in those instances where the employee's work would interfere with his or her being able to vote.~~ (4-5-85)

~~10. Religious Leave. Appointing authorities shall make reasonable accommodations to an employee's need for leave for religious observances. Such leave shall be charged to the employee's accrued vacation leave or compensatory time off for overtime.~~ (4-5-85)

~~11. Leave During Facility Closure or Inaccessibility.~~ (7-1-93)

~~a. Authorization. When a state facility is closed or declared inaccessible because of severe weather, civil disturbances, loss of utilities or other disruptions, affected employees shall be authorized administrative leave with pay (Ref. Rule 250.06) to cover their scheduled hours of work during the closure or inaccessibility.~~ (4-5-85)

~~b. Compensation for extra hours worked. An employee who works at a state facility during declared closure or inaccessibility shall be, in addition to regular salary, granted time off equal to the number of hours worked. If overtime is involved, it shall be compensated as provided by Section 67-53298, Idaho Code.~~ (4-5-85)(—)

~~c. Early release. When the appointing authority or designated representative authorizes early release of employees pursuant to Rule 250.11.a., the resulting time off shall be charged to administrative leave with pay. (Ref. Rule 250.06)~~ (3-16-04)

~~1207. Red Cross Disaster Services Leave. Employees who have been certified by the American Red Cross as disaster service volunteers shall be granted up to one hundred twenty (120) hours of paid leave in any twelve (12) month period to participate in relief services pursuant to Section 67-5338, Idaho Code. Such relief services must be in Idaho or a state bordering Idaho.~~ (3-30-01)(—)

~~1308. Employee Assistance Program Leave. Up to two (2) hours per visit shall be granted for utilization of the Employee Assistance Program (EAP) during normal working hours. This leave is limited to the number of free program visits provided in the state's Behavioral Health Program. EAP leave shall be coded as MDA EAP. (Ref. Rule 240.04).~~ (3-30-01)(—)

~~251. -- 2598. (RESERVED).~~

~~259. COMPENSABLE HOURS.~~

~~01. Biweekly Employees. With the exception of holiday leave, no leave may be used if it will result in pay in excess of the employee's regularly scheduled work week.~~ (—)

~~02. Ineligible Employees. Employees who are "executive" as defined by Section 67-5302(12), Idaho Code, are ineligible to earn or receive payment for hours worked or accrued beyond their regularly scheduled work week.~~ (—)

~~260. OVERTIME.~~

01. Employing Agencies. The state is considered as one (1) employer for determining the number of hours an employee works. If an employee works for more than one (1) department, the department(s) employing the employee when the overtime occurs shall be liable for compensatory time off or cash compensation as provided by law. (7-1-87)

02. Compensation for Overtime. Overtime accrual and compensation for classified employees is covered by Sections 67-53298 ~~and 67-5330~~, Idaho Code, and Section 59-1607 for nonclassified employees. Overtime is defined in Section 67-5302(~~4920~~), Idaho Code. (7-1-87)()

03. Forfeiture of Compensatory Time. Employees who become executives within their current agency as set forth by Idaho Code Section 67-5302(12) shall have six (6) months from the date of appointment to use any compensatory time balance. After six (6) months, any remaining compensatory time will be forfeited. Separation or transfer will continue to result in forfeiture of compensatory time. ()

034. Modification of Workweek or Schedule. No department shall alter a previously established work week for the purpose of avoiding overtime compensation. A department may modify the employee's regular schedule of work to avoid or minimize overtime. (7-1-87)

(BREAK IN CONTINUITY OF SECTIONS)

272. POLICY MAKING AUTHORITY.

To address the need for all classified employees to be treated equally fairly, and in situations where the State may be considered as one (1) employer, the Division of Human Resources Administrator may issue guidance to provide consistent interpretation of federal law, state law, executive order or rule. (3-16-04)()

~~273. MINIMUM HUMAN RESOURCE POLICIES.~~

~~In order to ensure consistent minimum standards for employee rights and responsibilities under federal law, Idaho Code, and executive orders, each agency is required to have policies on the following, and take steps needed to inform employees of their rights and responsibilities under those same policies. If an appointing authority does not provide employees with the agency specific policy, a model policy issued by Division of Human Resources will apply.~~ (3-16-04)

~~01. Problem Solving. (Ref. Rule 200)~~ (3-16-04)

~~02. Due Process. (Ref. Rule 200.01.a.)~~ (3-16-04)

~~03. Compensation, Including Overtime and Compensatory Time. (Ref. Rule 073.06)~~ (3-16-04)

~~04. Reasonable Accommodations/ADA. (Ref. Rule 021)~~ (3-16-04)

~~05. Sexual Harassment and Other Illegal Discrimination. (Ref. Rule 021)~~ (3-16-04)

~~06. Conflict of Interest — Nepotism. (Ref. Rule 024 and 025)~~ (3-16-04)

~~07. Drugfree Workplace. (Ref. Rule 190.01.f.)~~ (3-16-04)

~~2743. -- 999. (RESERVED).~~